Staff Meeting - July 24, 2019

Laura welcomed everyone and Sonja opened the meeting with prayer.

Name tags: Staff signature is required on the updated form for Nametags. If nametags are lost, it is the employee’s responsibility to pay for the cost of replacement nametag. Cost for replacement is approximately $15.00. Please let Laura know if you require a replacement nametag, orders for replacement nametags will be placed two times a year. It is strongly encouraged to wear your name tag. Feedback from staff on type of new nametag has been mostly positive! Please see Laura if you have not signed this form, thankyou.

OH&S: Reviewed Code Yellow steps with Staff present. Updates include LEAD LPN handling all Code Yellow procedures. Team huddle at Reception during Stage 1, Receptionist will print photo of missing person for searchers prior to searching. Red Emergency Binders have been updated to reflect changes.

Staff Meetings: Donna introduced the new approach to staff meetings; these changes are a direct result from Brad Kotowich’s expertise. Brad has been hired by Emmanuel Home’s Board of Directors to coach and assist directly (as with Darren) and indirectly, like the entire Emmanuel Home team through the growth changes. Changes include increased interaction with staff present, which brings us to the Define out Change Exercise.

Exercise: Written exercise facilitated by Laura. Small groups created and instructions given to brainstorm, write, draw, and express response to the topic: ***Define our Change***

Define our Change Exercise Results: Here are some of the common themes in point form from the staff Exercise.

“Excitement, Fear, For the Better, Questions, Confusion in the Beginning, Communication not as good, Hard but willing to work through it, Different Reporting Structure, Growth, New Faces, Expectations and different Attitudes, Better Organization, Busier, Big Changes, Facing new challenges, Don’t Forget that we are all in it together! Same Goal = the Residents, our #1 Priority. Request to repeat this exercise in 5 months to see how our themes change.”