

Why invest in supervisory training for your nurses?

- Supervisory relationships are at the heart of the problem of turnover. They are often the most influential factor in determining whether or not she feels valued and respected in her work. It is also key to her job satisfaction and ability to adequately care for residents.*
- Most nurses, no matter what path they completed to become licensed, received little if any supervisory/management training as part of their nursing curriculum
- 4 of the top 10 factors that drive nurse aide satisfaction are related to their supervisor (supervisor cares, supervisor informs, supervisor appreciates, fair evaluations)**
- Best practices for nursing homes include supervision and management training for licensed nurses***
- "People Don't Leave Bad Jobs, They Leave Bad Managers" - Unknown

* PHI: Quality Care Through Quality Jobs 2007

** Source: MyInnerview 2008

*** Source: Research in Gerontological Nursing 2008; Better Jobs, Better Care 2008

10 Benefits of Effective Nurse Leaders

1. Better resident care/better resident outcomes
2. Improved relationships between staff, residents and families
3. Improved nursing staff relationships
4. Improved nursing staff outcomes
5. Increased staff morale and decreased staff turnover
6. Improved relationships with other departments
7. Improved relationships with physicians, contracted ancillary staff, and other service providers
8. Improved survey outcomes
9. Improved facility financial outcomes
10. Positive community image

Seasons Seminars, Inc. is an approved provider of continuing nursing education by the Texas Nurses Association, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.

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STAFF SUPERVISION FOR TODAY'S LTC NURSE Presenter: Sherry Crees, BSN, LNFA

1. Effective communication with different groups and for different situations
2. Supervisory skills related to motivation, discipline and conflict
3. Nurse supervisor self evaluation
4. Interacting with upper management for successful outcomes
5. Professional time management, including always being prepared and managing the unexpected
6. The importance of effective orientation for new nursing staff
7. Management of survey (regulatory) activities
8. Nurse supervisor "rules to live by"

SCHEDULE

**FEBRUARY 12, 2010
DALLAS**

DoubleTree Hotel—Campbell Center
8250 North Central Expwy.
Dallas, Texas 75206
214-691-8700

The seminar room rate is \$109 for single. When making your reservation indicate that you are attending a Seasons Seminars, Inc. seminar. Reservations must be made two weeks prior to the seminar to guarantee this rate.

**APRIL 30, 2010
SAN ANTONIO**

Holiday Inn Select Airport
77 NE Loop 410
San Antonio, Texas 78216
210-349-9900

The seminar room rate is \$99.00 for single. When making a reservation indicate that you are attending a Seasons Seminars, Inc. seminar. Reservations must be made two weeks prior to the seminar to guarantee this rate.

SEMINAR INFORMATION

Registration: 7:30-8:30 a.m.

Seminar: 8:30 a.m. to 4:30 p.m.

SEMINAR FEE (includes lunch and 7 CNE hours)

\$149 pre-registration (Payment received 2 weeks prior to the class)

\$139 per attendee if pre-registering more than one attendee (Payment received 2 weeks prior to the class)

\$179 late registration per attendee less than 2 weeks prior to the class

Cancellation Policy

A full refund will be returned or you may request credit for a future seminar if cancellation is 7 days prior to the seminar date.

Replacement Certificates

There will be fee of \$25 for replacement certificates or to verify attendance at a seminar. Requests for replacement certificates or verification of attendance must be made in writing. Requests will be processed within 14 days.

Please note that the seminar room temperature may be different than you are used to. Please dress accordingly, including bringing a sweater or jacket.

Presenter: Sherry Crees, BSN, LNFA

Sherry has almost 30 years of long term care experience, starting as a nursing assistant. She received her Registered Nurse license in 1984, her BSN in 1994, and became licensed as a nursing home administrator in 1996.

Sherri has been a nursing home charge nurse, ADON, DON, and corporate Director of Operations. She currently is a nurse consultant and legal nurse consultant. She has been presenting for Seasons Seminars since February 2009.

ADMINISTRATOR SEMINAR ON THE SAME DAY

**Effective Transitions of Care:
Positive Outcomes for Residents**

8:00 AM - 5:00 PM
8 CEU hours, including 6 hours Ethics

**For more information:
www.seasons-seminars.com**

REGISTRATION FORM

Nurse Supervisors - 2010

Please make copies of registration form for additional attendees

Name _____

Title _____

Facility _____

Address _____

City _____

State _____ Zip _____

Phone Number _____

Email _____

Nurse License # and State _____

Need Special Accommodations? _____

LOCATION

FEE

(includes lunch and CNE 7 hrs.)

Dallas (February 12) _____

San Antonio (April 30) _____

TOTAL _____

Payment by check or credit card to:

Seasons Seminars, Inc.

911 20th Street

Plano, Texas 75074

Fax # 972-881-9333

Please mail the registration form with your check. Checks received without a registration form will not guarantee a seat.

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Plano, Texas 75074

Staff Supervision for Today's LTC Nurse

WHO SHOULD ATTEND:

- New DONs and ADONs
- RNs and LVNs who want to improve their supervisory skills
- Any other nursing staff, including CNA team leaders

Dallas
February 12, 2010

San Antonio
April 30, 2010



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