

A young woman with curly hair is smiling and looking towards an elderly woman who is seated in a wheelchair. The elderly woman is wearing glasses and looking down. The background is a bright, indoor setting with a large window. The image is overlaid with a semi-transparent blue shape on the left side.

Cultivating Future Leaders in Seniors Care:

Creating A Path to Excellence Together

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BURON

Objectives

Identify the importance of leadership development within the seniors care sector

Practical strategies for supporting emerging leaders

Analyze the relationship between fostering autonomy among workers and enhancing leadership effectiveness

Explore the significance of emotional intelligence in building trust and fostering positive work environments within seniors care settings

Develop a collaborative roadmap for nurturing future leaders in seniors care.

Hi, I'm Michele

- VP Operations for Buron Healthcare
- Worked within a variety of clinical settings - LTC since 2006





Importance of Leadership in Seniors Care

Definition, impact and organizational outcomes

Leadership

The action of leading a group of people or an organization.

Outcomes

Respondents said healthcare leaders' strengths included modelling honesty, integrity, resilience, and confidence

Leaders were weakest at demonstrating:

1. Systems/critical thinking (21%)
2. Self-awareness (25%)
3. Encouraging and supporting innovation, including new technology (23%)

Practical Strategies

Creating support systems for
leaders



Goal # 1

Understanding
Generational Differences



Goal # 2

Defining Institutional
Knowledge



Goal # 3

Design Inclusive
Mentorship Programs



Goal # 1

Understanding
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Goal # 2

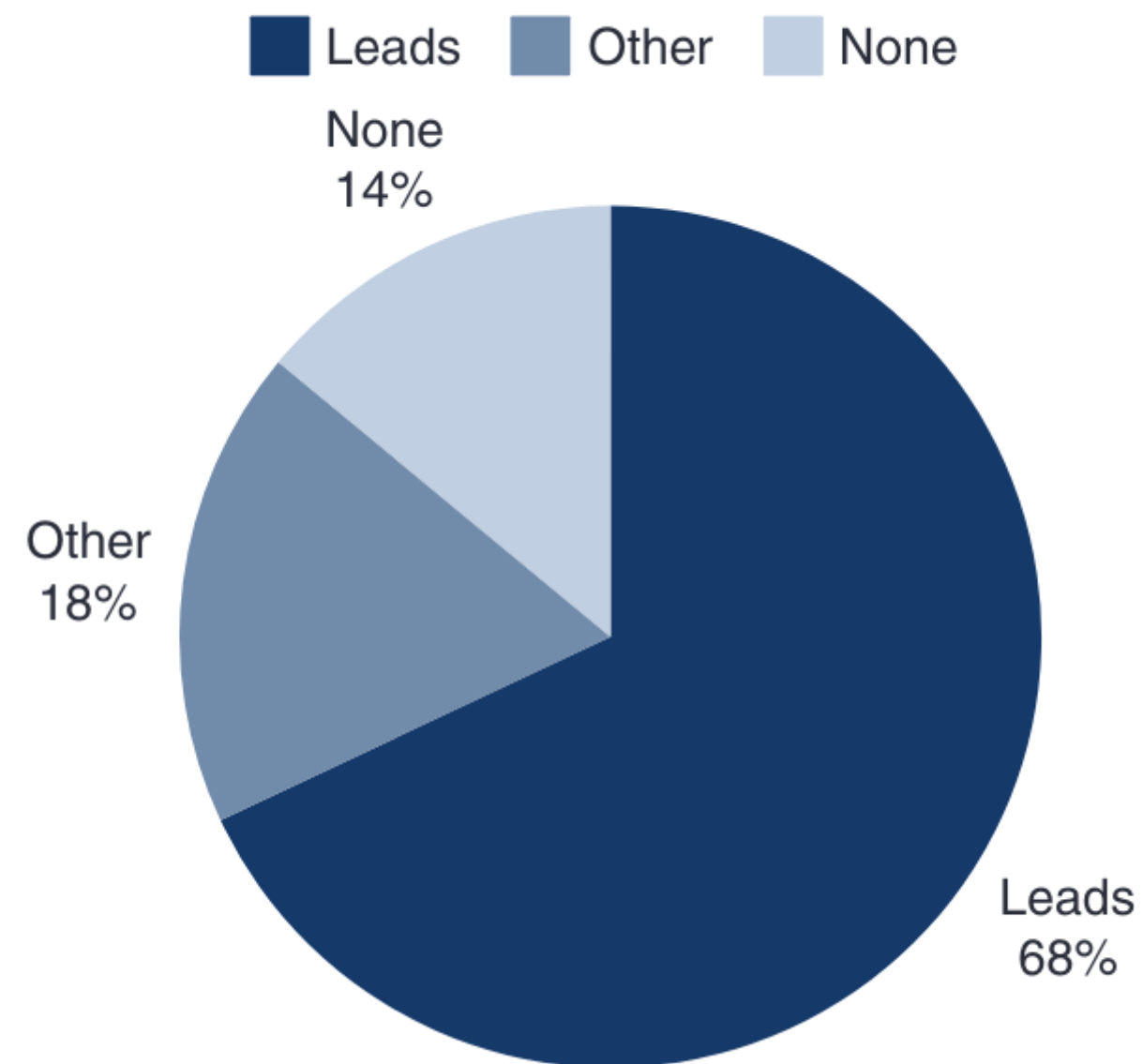
Defining Institutional
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Goal # 3

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Leadership Framework

Benefits of Providing Formal Leadership Development



Engagement & Retention

“YOU VALUE MY DEVELOPMENT”

Improved Innovation

“I AM PREPARED”

Business Continuity

**“I FEEL COMPETENT IN MY
ROLE”**

Fostering Autonomy

EMPOWERMENT

Encourages accountability and innovation

SKILL BUILDING

Improves critical thinking, adaptability, and resourcefulness

CONFIDENCE

Builds mutual respect and collaboration



Generational Differences

Impact on Leadership Styles

	Stumbling Block	Strategy
Miscommunication & Misinterpretation	Differences in communication styles	Active listening, communication training
Resistance To Change	Varying attitudes towards change	Highlight benefit of change, involve employees in decision-making
Stereotyping & Bias	Assumptions resulting in unfair treatment or missed opportunities	Unconscious bias training and strengths based workplace culture
Conflicting Work Preferences	Work/life balance, technology, feedback styles	Mutual understanding, generational diversity & inclusion training
Lack of Succession Planning	Gaps in leadership talent, conflicts during leadership transitions	Succession plan including leadership needs to prepare all generations for future opportunities.

Emotional Intelligence

Briefly elaborate on what you want to discuss.

- ◆ Builds Trust And Relationships
- ◆ Fosters A Positive Work Environment
- ◆ Promotes Enhanced Self-Awareness
- ◆ Improves Interpersonal Relationships
- ◆ Stress Management Tool

Nurturing Future Leaders



THANK YOU!



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