



## Meeting at the Crossroads

Pioneer Network's 10th National Conference

# Pioneer Network Conference

August 9 – 11, 2010

## Request For Proposal

### Areas Of Focus

#### **1. The Essentials of Culture Change**

Especially for those participants just getting started, we want them to understand the essentials of the “culture change” experience from vision to plan. The personal journey, stages of organizational change, ethical issues and financial viability will also be addressed.

#### **2. Organizational Change Processes**

In this area, we want sessions to focus on the key processes of person-centered organizational change in aging services, including planning, quality improvement, sustainability and team development.

#### **3. Work Force**

Key workforce skills and tools will be examined here, including issues of recruitment and retention, consistent assignments, coaching and mentoring, conflict management and team development.

#### **4. Leadership**

The journey of culture change is everyone’s responsibility and opportunity. However, this area will focus on the skills and styles of leadership, from team leadership to the key role of organizational governance / ownership. Succession and future leadership development will also be considered.

#### **5. Environment**

This area will focus on all aspects of the physical environment that might support our person-centered goals, from bathing spa to storage. Some major topics of interest include dining, emerging models, household design, interior design, life safety, lighting, new construction, outdoor areas and resident rooms.

#### **6. Operations**

For some, this is the “nuts and bolts” of culture change, from activities to wellness programming. Key team roles will also be considered, including marketing, nursing, the medical director and pastoral care.

#### **7. Research**

This area will focus on the broad issues of evaluation, from making the mission/margin case to formal research projects. Topics of interest include special aging groups, financial outcomes, and quality improvement processes for sustainability.

#### **8. Public Policy / Advocacy**

In this area we are interested in a variety of regulatory and reimbursement issues on both the state and federal levels. We will also focus on civic engagement, funding for culture change and the growth of state coalitions for culture change.

#### **9. Technology**

This area of growing interest will focus on elder, family and staff communication, as well as program enhancement and research effectiveness.

#### **10. Other:**

Perhaps our nine areas of focus do not capture a major area of interest from your perspective. Please use this category to indicate a new area that we should consider.

**THE APPLICATION PROCESS**

We are requesting proposals for conference sessions (90 minute sessions with one or two guides).

Instructions: All fields must be completed before this form can be submitted online. After completion, you will be able to print out a copy. We recommend one or two guides for each proposal. **A resume or curriculum vitae must be submitted for each Guide before completing this application process.** Please note Guide One will be the primary contact with Pioneer Network for your session.

This .pdf version is for viewing purposes only. You **MUST** submit all proposals online. Thank you.

**BIOGRAPHICAL DATA and SPEAKER DECLARATION FORM**

**Instructions:** All fields must be completed before this form can be submitted on line. After completion you will be able to either download a copy or print it out.

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Organization: \_\_\_\_\_ Present Position: \_\_\_\_\_

Telephone: \_\_\_\_\_ Cell: \_\_\_\_\_ Fax: \_\_\_\_\_

Email: \_\_\_\_\_

**Education (include basic preparation through highest degree held):**

Institution (Name, City, State)	Major Area of Study	Year Degree Awarded	Degree

Use the space below to briefly describe your professional experience or areas of expertise (including publications) that contribute to your particular involvement with this continuing education activity.

**Current Responsibilities (100 words or less)**

**Pertinent Qualifying Experience (in content area and in instruction) To Serve as a Presenter (100 words or less)**

Applicants are asked to limit the number of presenters to two so that there is sufficient time for interaction with and among audience members during the session.

**Second Guide (if applicable – you may have 1 guide)**

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Organization: \_\_\_\_\_ Present Position: \_\_\_\_\_

Telephone: \_\_\_\_\_ Cell: \_\_\_\_\_ Fax: \_\_\_\_\_

Email: \_\_\_\_\_

**Education (include basic preparation through highest degree held):**

Institution (Name, City, State)	Major Area of Study	Year Degree Awarded	Degree

Use the space below to briefly describe your professional experience or areas of expertise (including publications) that contribute to your particular involvement with this continuing education activity.

**Current Responsibilities (100 words or less)**

**Pertinent Qualifying Experience (in content area and in instruction) To Serve as a Presenter (100 words or less)**

Applicants are asked to limit the number of presenters to two so that there is sufficient time for interaction with and among audience members during the session.

**Title: (limit 75 words):**

**Summary:** (Write a short summary of your session, focusing on outcomes, with a limit of 100 words):

**Objectives:** (List three key objectives for your session, with a limit of 25 words for each objective):

**Content :** (List each topic area and description or outline of content to be presented. Content must be related to corresponding objective. 25 words for each content area):

**Teaching Methods:** Describe the teaching methods, strategies, materials, and resources for each objective, i.e., facilitated lecture/content, interactive panel, discussion, prioritizing exercises, case study discussion, role playing Q&A.

**Area of Focus:** (Select ONE of the following 10 Areas Of Focus as described on page one, as your focused area (you will not be able to select more than one). Then, within the drop-down box for your selected area of focus, select ONE topic which your session will address. You may use the “other” selection as a further descriptor

**The Essentials of Culture Change**

- \_\_\_ Aging and Ageism                      \_\_\_ Community Involvement                      \_\_\_ Ethical Issues
- \_\_\_ Financial Viability                      \_\_\_ From Vision to Plan                      \_\_\_ Relationship-Building
- \_\_\_ Stages of Culture Change                      \_\_\_ The Personal Journey                      \_\_\_ Other: \_\_\_\_\_

### Organizational Change Processes

- Diversity / Inclusion
- Organizational Design
- Sustainability
- Facilitating Change
- Quality Improvement
- Team Development
- Financial Planning
- Story-Telling
- Other: \_\_\_\_\_

### Work Force

- Career Ladders
- Conflict Management / Problem-Solving
- Cultural and Ethnic Diversity
- Self-Directed / Self-Managed Work Teams
- Team Development
- Coaching / Mentoring
- Consistent Assignments
- Recruitment and Retention
- Skill Development
- Other: \_\_\_\_\_

### Leadership

- Building Future Leaders
- Leadership Skill Development
- Other: \_\_\_\_\_
- Governance / Ownership
- Leadership Styles
- Leadership Legacy / Succession
- Team Leadership

### Environment

- Bathing / Personal Care Areas
- Household Design
- Lighting
- Resident Rooms
- Sensory Issues
- Other: \_\_\_\_\_
- Dining / Kitchen Areas
- Interior Design
- New Construction
- Retrofitting
- Staff Areas
- Emerging Models
- Life Safety
- Outdoor Areas
- Security Systems
- Storage

### Operations

- Activities / Life Enrichment
- Community Involvement
- Financial Planning / Budgets
- Marketing and Public Relations
- Medical Leadership
- Pastoral Care / Spirituality
- Wellness Programs
- Assessment
- Dining
- Intergenerational Programming
- Medication Administration
- Nursing / Clinical Care Team
- Public Relations
- Other: \_\_\_\_\_
- Bathing
- End-of-Life
- Rehabilitation Therapies

### Research

- Case for Quality (including the business case)
- Developmental Aging Issues
- Measurement Tools
- Evaluation Processes
- Quality Improvement
- Financial Outcomes
- Other: \_\_\_\_\_

### Public Policy / Advocacy

- Civic Engagement
- Regulations – State Issues
- Reimbursement – State Issues
- State Coalitions
- Funding Sources (e.g. CMP)
- Regulations – Federal Issues
- Reimbursement – Federal Issues
- Survey Issues
- Other: \_\_\_\_\_

### Technology

- Family Communication
- Staff Communication
- Program Enhancement
- Therapeutic Intervention
- Research and Evaluation
- Other: \_\_\_\_\_

**OTHER:** Describe in **50 words or less:**

### Target Settings

Select all that are appropriate from the drop-down box the settings of care that your session will address or consider:

- |                                                               |                                                 |                                           |
|---------------------------------------------------------------|-------------------------------------------------|-------------------------------------------|
| <input type="checkbox"/> Adult Day Services                   | <input type="checkbox"/> Aging Network Agencies | <input type="checkbox"/> Assisted Living  |
| <input type="checkbox"/> Home Care                            | <input type="checkbox"/> Hospice                | <input type="checkbox"/> Hospitals        |
| <input type="checkbox"/> Nursing Homes                        | <input type="checkbox"/> PACE Programs          | <input type="checkbox"/> Senior Centers   |
| <input type="checkbox"/> Senior Housing                       | <input type="checkbox"/> Retirement Communities | <input type="checkbox"/> Wellness Centers |
| <input type="checkbox"/> Rehabilitation / Post-Acute Services |                                                 |                                           |

**Other Key Session Information: How is your session proposal appropriate for this conference that focuses on culture change in aging? (100 words)**

**Which of the following 13 values of the Pioneer Network will your session consider? (100 words)**

- Know each Person
- Each person can and does make a difference
- Relationship is the fundamental building block of a transformed culture
- Respond to spirit, as well as mind and body.
- Risk taking is a normal part of life.
- Put person before task
- All elders are entitled to self-determination wherever they live.
- Community is the antidote to institutionalization
- Do unto others, as you would have them do unto you.
- Promote the growth and development of all.
- Shape and use the potential of the environment in all its aspects: Physical, organizational, psycho/Social/Spiritual.
- Practice self-examination, searching for new creativity and opportunities for doing better.
- Recognize that culture change and transformation are not destinations but a journey, always a work in progress.

**Describe the room design that will best support your session. (100 words)**

**Check all applicable boxes signifying acceptance and add additional information if needed:**

- [ ] Guide/s are able to stay for the entire conference to ensure networking for attendees, enable relationships to form and build community within the movement.
- [ ] Guide/s understand that while the conference registration fee will be reduced to \$350, presenters will be responsible for their own travel, hotel arrangements and costs and will not receive speakers' fees or honoraria.
- [ ] Guide/s agrees to forward handouts to be included on our conference CD no later than June 30, 2010.
- [ ] Guide/s biographical sketch and resume/CV are attached.