

THURSDAY, APRIL 27, 2023
PROGRAM SCHEDULE

RIALA Conference & EXPO | Crowne Plaza Warwick

"From Zoom to Bloom: Strong Roots to New Branches"

All Sessions are AL & NH Administrator CEU Approved

7:30 AM – 8:00 AM	REGISTRATION & BREAKFAST WITH OUR SPONSORS AND EXHIBITORS
OPENING SESSION GRAND BALLROOM 8:00 AM – 9:00 AM	
 8:00 AM – 9:00 AM GRAND BALLROOM	<p>Planting Positive Seeds: Improve Resident Satisfaction with a more Positive Staff! <i>Carol Ann Small, Stress and Work / Life Balance Expert, Author, Motivational Speaker, and Humorist</i></p> <p>In today's world, an absentee employee can impact the bottom line while a stressed-out staffer struggling to make it through the workday is anything but productive. It's time to dig into the roots of your organization and plant the seeds of change. Attend this session to discover how lightening up at work will improve resident satisfaction and reduce your staff's stress levels. Learn the latest brain research on the neuroscience of humor and discover how humor is one of life's most effective anti-stress measures. Watch your staff become fully engaged and Bloom!</p>
9:00 – 9:30 BALLROOM FOYER	BREAK - VISIT EVERY EXHIBITOR & SPONSOR FOR A CHANCE TO WIN \$200!
TIME & ROOM	MORNING SESSION TRACK I-A 9:30 AM – 10:30 AM
9:30 – 10:30 SALON I	<p>Tea & Truths -"Give the ones you love wings to fly, roots to come back, and reasons to stay" Dali Lama Michele Carignan, RN, Hospital Transition Clinical Liaison, Continuum Care of Rhode Island</p> <p>Let us savor this experience and stroll into this interactive workshop where the seed of advance care planning will be planted in a gentle, fun experience one can embrace and enjoy, rather than dread. Come and sit in the enchanted garden with us as we sip tea, share stories, and see through the eyes of our future self. From this perspective, who might we see making decisions for ourselves if we are not able to say anything at all? Will our personal, emotional, and spiritual needs be met? Participants will bloom as they fill out a "Five Wishes" booklet for their own advanced care planning. We look forward to this whimsical journey with you. May you find comfort here.</p>
9:30 – 10:30 SALON II	<p>Digging Deep: Assessing Your Conflict Management Style <i>Patricia Raskin, Owner, Raskin Resources Productions</i></p> <p>In this workshop we will identify different five conflict management styles, how to select the right style for the conflict situation and the steps to use to resolve for workplace conflict. Like the roots of a tree, management styles are roots of our leadership and we choose the ones that help us grow stronger and more effective relationships.</p>
TIME & ROOM	MORNING SESSIONS TRACK 1-B 9:45 AM – 10:45 AM
9:45 – 10:45 BRISTOL A	<p>Strengthening the Roots First: Be a "Monday Morning Quarterback" on Saturday <i>Frank Zych HR Knowledge/Hilb Group</i></p> <p>When it comes to effective HR practices, it all begins with strong roots of effective policies and practices. Unfortunately, we at HR Knowledge as consultants are put in this role way too often when the roots do not support the tree. Many times, we are called in to undo what has already been done (or not been done) to help our clients manage their HR challenges. We are in the position of saying "If only...". This presentation will look at the 7 most common and important "If only's" our clients face and the critical importance of Strengthening the Roots First.</p>
9:45 – 10:45 BRISTOL B	<p>Introduction to Supported Decision-Making (SDM) <i>Kate Sherlock Esq, Consultant, Sargent Center</i></p> <p>Supported Decision-Making (SDM) allows individuals with disabilities, including those who are elders, to make their own decisions about their lives by choosing supporters they trust to help them understand, consider, and communicate decisions. SDM is an alternative to limited guardianship and can be used in person-centered planning. What exactly is SDM, who is eligible to use it, who is eligible to be a supporter, and how can providers use SDM in care? Attend this session to learn when SDM is appropriate, benefits to residents and to providers, and how to champion SDM within your own organization. Participants will receive links to an SDM How to Guide and a Sample SDM Agreement form.</p>

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10:45 – 11:15 BALLROOM FOYER	BREAK - VISIT EVERY EXHIBITOR & SPONSOR FOR A CHANCE TO WIN \$200!
TIME & ROOM	MID-MORNING SESSIONS TRACK II-A 11:15 AM – 12:15 PM
11:15–12:15 SALON I	<p>20 Seed Ideas to Plant for Evaluating Cybersecurity Risk in Your Organization. <i>Helder Machado, President, Machado Consulting</i></p> <p>Learn about the latest cybersecurity events and trends, how to evaluate your company's risk and what you can do about it! Gain an understanding of the latest ransomware, cybersecurity, phishing, vulnerabilities, risk assessments, best practices, user training, IT infrastructure, data and PII safety.</p>
11:15–12:15 SALON II	<p>Home is Where the Value Is! Cultivating High-Value Urgent Care Outside of the Hospital. <i>Dan Henderson, MD, MPH, Chief Medical Officer, instED</i></p> <p>Most Americans receive their care in hospitals and clinics, but home-based care has recently undergone a renaissance focused on Mobile Integrated Health (MIH) and home hospital. These models have demonstrated considerable benefits, particularly improved comfort, reduced complication rates, and significant cost savings to the health system. Our organization is the longest-running provider of mobile urgent care in New England, serving many of the most vulnerable people in Massachusetts and Rhode Island. Now in our ninth year of operations, we will present an overview of our innovative care model, the results we achieve, and the many benefits MIH offers for people affected by chronic medical conditions and significant non-medical needs.</p>
TIME & ROOM	MID-MORNING SESSIONS TRACK II-B 11:30 AM – 12:30 PM
11:30-12:30 BRISTOL A	<p>Breaking Down Implicit Bias in the Workplace <i>Stacy Davison, Director, Learning & Development, Benchmark Senior Living</i></p> <p>Implicit bias is universal and occurs naturally in all of us; it is how our brains process information we are exposed to. It automatically establishes associations between the various bits of information we receive to make sense of the world around us. If left unchecked, however, bias can seep into aspects of the work environment, including hiring processes, employee growth opportunities, and everyday communication. In this session, you will learn about implicit bias, its impact on staff and culture, and how to mitigate bias to foster a more inclusive, equitable workplace environment.</p>
11:30-12:30 BRISTOL B	<p>Watering the Seeds of Integrative Health in Assisted Living Populations <i>John Hoolahan, PharmD, Green Line Apothecary</i></p> <p>This session is designed to provide a sampling of effective Integrative Health practices that care providers can utilize in working with older adults. There will be a discussion on their benefits and ways integrative health modalities can help residents bloom into wellness. Participants will gain a robust understanding of Integrative Health and inspiration on how to improve resident care in a holistically minded way. We will sow the seeds of mindfulness together as we learn a guided meditation tool you can take with you for personal care and resident care.</p>
12:30 PM -1:30 PM GRAND BALLROOM	<ul style="list-style-type: none"> ● LUNCH (VENDORS & ATTENDEES) ● SPONSOR RAFFLE WINNERS ANNOUNCED ● HERO AWARDS ● \$200 PRIZE WINNER ANNOUNCED - VISIT EVERY VENDOR FOR YOUR CHANCE TO WIN!

GENERAL SESSION | 1:30 PM – 2:45 PM



1:30 PM – 2:45 PM

GRAND BALLROOM

Build a Momentum Mindset®: How to Be More Adaptable, Resilient, and Ready to Branch Out in a Rapidly Changing World

Kim Becking, Motivational Keynote Speaker, Change & Leadership Expert, Award-Winning Author

Change, uncertainty, and disruption are guaranteed – especially now. But growth and progress are not. Change will continue at a more accelerated pace than ever before. Are you ready? How you deal with the ever-changing seasons of this uncertain world is completely up to you. You have a choice. Your people have a choice. Your organizations have a choice. You can stay stuck in the soil or develop a Momentum Mindset so that you can become more adaptable, resilient, rooted, and ready to branch out in new directions.

Leave this program equipped with the tools you need to transform your mindset to think differently, conquer change and challenges, build more connection, and create the everyday resilience required in this rapidly changing complex world to build MOMENTUM no matter what.

AFTERNOON BREAKOUTS | 3:00 PM – 4:00 PM

3:00 – 4:00

SALON I

Falls Risk - A Growing Concern: Addressing Depression and Falls in Senior Living

Michel G. Fortin B.S. Pharm, RPh, Pharmacist Consultant OCR, Omnicare, a CVS Health company

The objectives of this session are to understand the negative impact depression in older adults can have and the increased risk of falls with significant impact. This presentation will review symptom identification, risk factors, and treatment options for depression in elderly residents. We will provide an understanding of pharmacologic treatments to reduce depressive symptoms as well as highlight the risks associated with treatment, specifically falls. We will also address common reasons why falls occur in this population and identify ways of strengthening their roots to potentially reduce the risk.

3:00 – 4:00

SALON II

Planting an Orchard: Revolutionizing Recruitment and Retention with a Long-Term Solution

David J. Wudyka, Founder, Westminster Associates

Recruiting and retaining talent is like planting fruit trees: it takes forethought and time to see the yield, but the results are so worth the effort. Challenges around recruitment and retention continue to strain senior living communities, from the caregiver levels, up to administrator levels. In this session, David will explain how staffing and retention go hand in hand, and share tips about making both efforts more effective in your community. From preparing the soil, to routine watering, participants will leave this session knowing the top reasons people leave organizations and what techniques you can implement in your community to design jobs to improve employee motivation.