**DATE & LOCATION**

January 15, 2020  
8:30 am – 4:30 pm  
Handelman Conference Center  
7090 Samuel Morse Dr.  
STE #400  
Columbia, Maryland  

Registration & breakfast begin at 8:00 am. Doors open at 8:00 am.

**TARGET AUDIENCE**

- CEOs and Executive Directors  
- Administrators  
- Staff Educators  
- Nursing Staff  

**CE — 6.5**  
- Administrator

**FEES**

- LifeSpan Members — $165  
- Nonmembers — $265

**PROGRAM**

The updated regulatory requirements on training and staff competency are among the most integrated and impactful of all the regulatory updates. These changes represent an opportunity for nursing home leadership to create robust, measurable, and targeted staff development through best practices in learning & performance. These strategies can measurably improve resident outcomes and ensure compliance, while also increasing staff satisfaction and retention and advancing business goals.

This seminar brings together seasoned learning and performance professionals and nursing home regulatory subject matter experts who will support attendees in moving from “training” to a holistic model of learning & performance that includes proven strategies for human learning and measurable competency testing. These strategies support administrators and other leaders in establishing staff development programs that maximize the successful adoption of required knowledge and skills by nursing home staff.

The facilitators will guide participants through the competency requirements outlined in the Long-Term Care (LTC) Regulations and provide opportunities for participants to examine case studies to identify potential non-compliance and severity (e.g., Immediate Jeopardy). Participants will examine common practices used by nursing homes to train their staff alongside their own current practices to identify opportunities for integrating current operational protocols (e.g., QAPI, Facility Assessment, recruiting, and staff performance reviews) with future learning & performance efforts.

**OBJECTIVES**

1. List the differences between “training” and “learning & performance”


3. Examine common nursing home learning & performance practices and identify potential gaps in your organization’s learning and performance mission.

4. Explain the purpose of the ADDIE model and each process included in the ADDIE model.

5. Identify regulatory sections with specific training and/or competency requirements.

6. Detect potential non-compliance and associated severity levels in scenarios.

7. Recognize the operational benefits associated with competency testing.

8. Document (at a high level) your key business needs and values.

9. Examine opportunities for integration between your current operational processes (e.g., QAPI, Facility Assessment, recruiting, and staff performance reviews) and future learning & performance efforts.

**SPEAKERS**

Deborah Ward, MS  
Managing Principal  
Assurant Learning & Performance Solutions (ALPS)

Beverly Briggs, RN, BSN  
Consultant

**IN THE EVENT OF INCLEMENT WEATHER, PLEASE CALL 410-381-1176 FOR SEMINAR STATUS**
Registration Form

Training to Competency: Achieving Regulatory Compliance and Business Goals
January 15, 2020


Name ___________________________________________ Title ____________________________

Email (Work) Required ____________________________

NH Administrator License # ___________________________ NAB CE Registry ID# __________________________

Facility Name ____________________________________________

Facility Address ____________________________________________

City ____________________________ State ____________________________ Zip ____________________________

Work Phone ____________________________ Fax ____________________________

Fees: LifeSpan Members: $165  Non-members $265  Total Amount Due $ __________

Please mail with check payable to: The Beacon Institute, 7090 Samuel Morse Drive, STE 400, Columbia, MD 21046
Or fax with credit card information to 410.381.6061

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CVV2 Security Code ________ Expiration Date ________ Signature ____________________________

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QUESTION? Please call Annmarie Gordon at 410.381.2401, x240 or agordon@lifespan-network.org  www.LifeSpan-Network.org