

# Leadership Dinner



## What was it for?

The goals of these social events are to build a community of practice, celebrate the successes of the past year, and to maintain open communication between the LTCI, physicians and care homes.

## What did we do?

Dinner was enjoyed at the Hotel Grand Pacific, then guests separated into groups to discuss these questions:

"What do you really need to be happier working in LTC?"



& "How can the relationship between physician and staff be improved to foster team happiness?"



Who was there?

- 18 LTC Physicians
- 46 Care Home Leadership
- 3 Island Health Leads

## A Snapshot of your Responses:

- Every member has a voice, how do we ensure their voices are heard?
- How can we foster positive physician/staff relationships?
- Debriefing after a crisis would help with team building.
- Having a "community" area in the facility such as a food hall so everyone can eat together.
- Changing the culture and care models away from task orientation.
- Valuing the residents.

## Feedback:

Q: What did you like most about this event?

A: "[It was] a reminder of how useful and necessary the LTCI is to maintaining physician morale in these days of negativity in medicine. LTCI is always supportive and proactive and progressive in its thinking and constant planning. The best thing that's happened to LTC in the South Island."

A: "Chatting with the other LTC leaders and physicians to understand the ways they had been navigating through this tough staffing crisis and having some fun together."



## Well done!!

We heard that the communication and relationship between physicians and allied health has improved so much already. This is a great example of team based care in action.

## Next Steps:

- ★ Reviewing all of the feedback for actionable areas of work within our scope
- ★ Continue working with Island Health to ensure physician's have a voice included in IH ↔ LTC strategic planning.