

PULSE CHECK FOR LTC

CULTIVATE EMPOWERMENT FOR GROWTH AS A TEAM



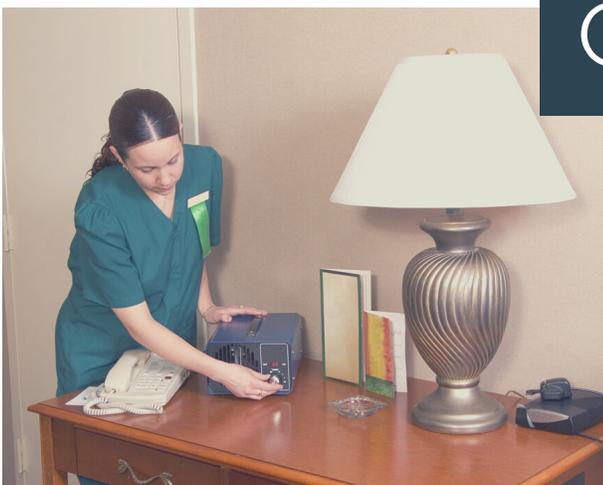
Welcome to The Lodge Project. We work with Long Term Care homes to ensure that their teams are aligned and empowered to grow! For the past 2 years we have been working with management teams and their staff by supporting their journey through the pandemic. We have worked in groups, online and one on one to ensure that each and every home is as stable as possible. This work has led to the creation of our Pulse Check Program!

EMPOWERMENT

When our medical model became more important than our social model, our teams lost something that was core to why they decided to work in long term care. They need to feel empowered again. They need to be reminded of why they are so important to this work. What can we create in 2023 that will bring compassion and purpose back into our homes?



GROWTH



Imagine loving our work again. Imagine our families coming back in and being excited about the care their loved ones are receiving. We can get back there. We can do it by bringing everyone together for the same reasons. By growing through learning and practicing for the same outcome...happy residents!

OUR PULSE PROGRAM

RESEARCH

We start by really understanding what is missing from the experience for our management team and our staff. The Lodge confidentially works with both teams to ensure we get actionable truths from our teams. We would interview your management team and your frontline staff for feedback. We ask questions like:

- What would get you excited about coming to work everyday?
- What is the one thing that is missing from this home that would make it successful?
- What is the one thing that would make your residents happy?
- What can management do to make this place a wonderful place to be?

FEEDBACK

We set up a container that is able to hear all of the feedback and develop it for growth. This is actually harder than it looks. So we give this it's own session. Our feedback session where the management team begins to understand the ecosystem in which the feedback will be generated into growth.

- Leading Self: How best can I be creative, curious, adaptable and resilient.
- Leading with Others: How can we take co-responsibility in a respect & trust filled way.

CONNECTION

This where we begin to understand how our teams together and then also into the organization. How can we manage our work through the lens of the whole System rather than just our own personal experience. This often is where we are practicing learnings from our Feedback Session.

- Leading the Organization: How can we manage conflict and innovation
- Leading the System: What is our Collective Leadership Style

- 3 Management Sessions
- 2 Frontline Sessions
- 3 Floor Walks
- Action Plan

starting at \$4,200

THE LODGE



SUPPORT THROUGH ADVERSITY

Our Teams Supports in-person and virtually. Our services expand across a variety of wellness practices including:

- 1:1 Coaching
- Grief Education & Training
- End of Life Support including Ceremonies/Memorials
- Incident Support (Death of a Resident or Employee)
- Emotional Wellness Practice Support
- Resident Support Programs

"taking this journey with you
has been the most pivotal
experience of leadership
career"

Executive Director



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