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Changing the Results of Healthcare
SOLUTIONS
The Newsletter for Healthcare & Human Services

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Just 7 more Medicare customers can deliver *over $1 million* to your top line.

This additional revenue offsets losses from Medicaid reimbursement rates.

Does your organization need to grow revenue?

Clint Maun and Maun-Lemke have over 25 years of expertise in "changing the results of healthcare". We have learned through that to assure their sustainability, LTC organizations **must not be** revenue dependent upon Medicaid.

Maun-Lemke's proven A.R.M.S. Length Revenue Enhancement System can be implemented cost-effectively through our step-by-step process and web-based computer consulting support. For information on the A.R.M.S. Length System and how your organization can achieve their full Revenue potential, call Kathy Cain or Chad Maun at (800) 356-2233.

How to Keep Your Team Motivated

If you're a manager or supervisor, you know that keeping your team motivated is critical. After all, a motivated team is a focused team, and is much more likely to stay on track and meet its goals and objectives. Fortunately, there are several strategies to give your team the extra push it needs. You

can get as creative and fun as you see fit, but the following five strategies are sure to foster team cohesiveness, enthusiasm, and motivation:

- **Take pictures.** Take a team picture, frame it and place it in a prominent place that can be easily seen by all team members. The visual can help serve as a reminder and improve team unity.
- **Develop a team name.** Team names can provide an important sense of identity for team members. Develop a positive and upbeat team name that is consistent with your team's overall goals and objectives.
- **Create a team vision statement.** A vision statement clearly articulates the ultimate destination at which the team hopes to arrive. Create a simple and brief vision statement that reminds your team why they serve on the team in the first place. "To serve patients and customers, to be responsible, and to be safe" is a great example of a simple, yet powerful vision statement.
- **Invent a team motto.** A team motto is a simple statement that embodies what the group stands for. "Make the rest of your life the best of your life" is an example of a simple, yet great motto.
- **Share a tradition.** Perhaps it's going to lunch together once a month, or sending out a humorous joke or anecdote every week. If your team needs new life and motivation, traditions can help build camaraderie and morale.

To build and maintain great teams, it's essential to keep the team motivated and on track. By leveraging these strategies, you can breathe life into your group.

"We are what we repeatedly do. Excellence, therefore, is not an act but a habit."
—Aristotle

Are You Effectively Managing Your Technology?

Regulations and current practice dictate that technology used to provide care and safety to patients must be safe and used properly and effectively. This includes technology such as wander and fall alarms, call systems, and automatic medication dispensers. Failure to manage such technology can lead to catastrophic consequences, including patient injury, survey deficiencies, loss of revenue, false claims, and workers compensation claims.

A clear and actionable plan is necessary to manage these resources and make best use of them. Here are some tips and strategies that will help you get started:

- Inventory all technology in use.
- Assign a person or team to ensure the technology is safe and is used effectively.
- Provide appropriate training to all new users, and regularly monitor current users to ensure they are using the technology correctly.
- Periodically review all technology in use to be sure it is providing the benefits that are possible. Consider replacement as appropriate.
- On staff satisfaction surveys, ask opinions and frustrations related to technology:
    - Are there technology requirements or processes that seem unnecessary or overly complex?
    - Can they suggest better ways to do tasks?
    - Do they feel adequately trained to use the tools they need?
    - Do they think new staff is getting sufficient training?

To maximize your technology and ensure safe and effective use, it's critical to keep a hands-on approach. Make sure you're aware of the technology and tools that your department uses, and ensure it's being used safely and appropriately.

"It is only when they go wrong that machines remind you how powerful they are."
—Clive James

Encouraging News for the Nursing Shortage

The number of young people becoming registered nurses has grown sharply since 2002 despite concerns of a looming nursing shortage in the United States, according to researchers from the RAND Corporation, Vanderbilt University and Dartmouth College.

People aged 23 to 26—primarily women—who became registered nurses increased by 62 percent from 2002 to 2009, approaching numbers not seen since the mid-1980s, researchers said.

Researchers say these new entering cohorts are projected to become the largest group of nurses ever observed. Their findings are published in the December edition of the journal Health Affairs.

A decade ago researchers predicted that the United States could face a shortage of 400,000 registered nurses by 2020 because fewer young people were entering the profession. Between 1983 and 1998 the proportion of the registered nurse workforce under age 30 dropped from 30 percent to 12 percent, while the average age of working nurses increased from age 37 to 42.

Researchers evaluated the latest trends in the nursing workforce by examining information about the employment of registered nurses from 1973 to 2009 from the Current Population Survey and the American Community Survey, two large surveys sponsored by the U.S. government. Additional information from the U.S. Census Bureau also was used.

The study found that while the number of registered nurses aged 23 to 26 peaked at more than 190,000 in 1979, it fell to fewer than 110,000 by 1991 and remained low throughout the following decade.

However, the number of registered nurses aged 23 to 26 has climbed from 102,000 in 2002, to 165,000 by 2009.

If the number of people entering nursing continues to grow at today's levels, researchers say that by 2030 there will be enough registered nurses to fully meet the nation's projected needs. If that entry plateaus, however, the workforce will barely keep pace with population growth—which would likely result in continued shortages, they said.

"Constant attention by a good nurse may be just as important as a major operation by a surgeon."
Dag Hammorskjold

Is Technology a Fatal Addiction?!

Apparently, independent studies have discovered that the internet is an addictive agent which, they say, is just as powerful as drugs or alcohol.

However, researchers go on to say that the internet is actually much more dangerous than these addictive substances, since it is a terminal addiction.

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