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MDS 3.0 Goes Into Effect Today! Are you prepared?

Make sure you are up to speed and ready to go with this timely new program from Donna Manring!

*CMS is strongly encouraging facilities to initiate training programs and develop new policy and procedures **NOW!** There are many changes from MDS 2.0 to the new MDS 3.0. MDS 3.0 is not a revision of MDS 2.0. This is an entirely new document that will impact the whole interdisciplinary team. Facilities that do not comply with the new required assessments, coding and reporting dates are at risk for penalties and reimbursement. All team members must be trained, and organizations will need a plan for implementation.*

This new program from **Donna Manring DTR** will help you to get your facility ready so you can hit the ground running with maximum preparedness to implement MDS 3.0 properly, to increase your revenue and deliver better customer service to boot! [Learn more now!](#)

As We Enter Fall, Let Us Think About Falls!

Great Strategies for Fall Prevention Programs

It's common knowledge that the elderly in long-term care facilities are predisposed to falling and may fall for a variety of reasons. These predisposed factors include, but are not limited to, unsteady gait and balance, weak muscles, poor vision, medications, and dementia. In addition, other factors such as poor lighting, loose rugs, poorly fitting shoes, and floor clutter may also cause falls. With all of this in mind, it is crucial for facilities to focus on fall prevention.

There are several factors to consider in a fall prevention program.

Below are a few critical strategies and recommendations supported by the National Guideline Clearinghouse. They can most certainly help your program remain effective and successful—so take note.

Strategy # 1: Assess

It is important when developing a fall prevention program to look at both the predisposing and precipitating factors that affect a patient's or resident's fall risk. Therefore, it's recommended that you assess fall risks on admission and after a fall.

Strategy # 2: Pilot It

A fall prevention program should initially be piloted on one unit where it is likely to succeed before it's introduced to the entire facility. Piloting on a unit will also allow closer monitoring of the results for evaluation before finalizing plans for full program roll-out.

Strategy # 3: Review Meds

It's a good idea for nurses to consult with their healthcare team and conduct periodic medication reviews to prevent falls. Patients taking certain antidepressants and serotonin-uptake inhibitors or more than five medications should be identified as high risk for falls. Most elderly long-term care residents are on multiple medications—which places them at increased risk for falls.

Strategy # 4: Consider Strength Training

While this is not recommended as a standalone intervention, strength training for healthcare staff could serve as a very effective component of a fall intervention program. A simple strength training program requires minimal effort, and can help yield substantial results.

Strategy # 5: Teach the Patient

It's always a good idea to educate the patients who are determined to be at increased risk for falls. Educating the patient on falls increases safety awareness and reduces the fear of falling.

Strategy # 6: Evaluate the Environment

It sounds so simple, yet many facilities overlook this critical factor. Implementing environmental modifications is a critical component to fall prevention. Make sure to examine the area for wet areas, clutter, and poor lighting (just to name a few) to reduce the risk of falling.

Combine the strategies above with adequate planning, resources, and organizational and administrative support, and you will have one successful fall prevention program. For more information and guidelines, check out the [National Guideline Clearinghouse's Website](#).

*"The best preparation for tomorrow is doing your best today."
-H. Jackson Brown Jr.*

Social Anxiety? A 4 Step Plan to Face Your Fears

Do your nerves get the best of you in certain social situations? Whether it's speaking in front of a large crowd, or having a conversation with your boss, and/or attending after-work events—these situations can cause our hearts to race and our palms to become sweaty. Indeed, many people feel anxious when faced with new or intimidating social situations. So, take some comfort that you are not alone.

Although getting over your social fears isn't an over-night process, you can most certainly get over your anxiety. You just need to devote some time to work on the issue, set some goals, establish milestones, and work to meet them. Here are the steps you want to take:

1. **Gain confidence through education.** Have you ever given a public presentation or speech? If you have, then you probably know that if you know the subject well, you present well. Education certainly gives you confidence. So, get prepared by familiarizing yourself with your subject(s). Additionally, if you know a certain topic is going to be discussed, make sure you know all of the major talking points. This will give you greater confidence in social situations.
2. **Comprise a plan.** Establish a working plan with time limits to achieve the elements of your plan. Make sure you include small, achievable goals along with your bigger goals. For example, perhaps one of your smaller goals could include memorizing names and interesting facts about the people you need to socialize with. A bigger goal could include leading a discussion.
3. **Visualize success.** Program your mind for success. Visualize yourself confidently facing your fears and overcoming them with overwhelming success. Practice this visualization exercise for several weeks. This is a critical step, as your subconscious mind (not knowing the difference between what is real, and what is imagined with clarity) begins to program itself for the outcomes you imagine!
4. **Forget failures.** You're going to have some failures and setbacks. That's just the way it works. Just remember that getting over your social fears is a work-in-progress. Keep "training" and stick to your plan. Find what works, and don't give up.

Lastly, consider keeping a log or journal of your progress. This can help you identify exactly when and where you get anxious. It can also help you track ideas and strategies. Before long, you will be the social butterfly you always dreamed of becoming!

*"Every time you win, it diminishes the fear a little bit.
You never really cancel the fear of losing; you keep challenging it."
—Arthur Ashe*

HHS Announces Grants for Workforce Development

The Department of Health and Human Services recently announced it is awarding \$159.1 million in grants to healthcare workforce training programs. The grants will target nursing workforce development programs, interdisciplinary geriatric education and training programs, and Centers of Excellence programs for underrepresented minority students. In addition to training new healthcare workers, these grants will support efforts to better prepare healthcare workers to care for the country's diverse and aging population.

Nursing workforce development programs will receive \$106 million in grants to support all levels of nursing education. Eighty-five awards totaling \$29.5 million will fund three geriatric education and training programs at accredited health profession schools. Moreover, eighteen awards totaling \$23.6 million will support Centers of Excellence programs that are designed to improve the recruitment and performance of underrepresented minority students preparing for health profession careers.

View the [state by state charts of the grant awards](#).

Workplace Truisms

Although the following are humorous takes on the workplace, many of them may ring very true to you!

- When you don't know what to do, walk fast and look worried.
- You will always get the greatest recognition for the job you least like.
- No one gets sick on Wednesdays.
- The longer the title, the less important the job.
- Once a job is fouled up, anything done to improve it makes it worse.
- All vacations and holidays create problems, except for one's own.
- Anyone can do any amount of work provided it isn't the work he/she is supposed to be doing.
- Important letters that contain no errors will develop errors in the mail.
- The last person that quit or was fired will be the one held responsible for everything that goes wrong - until the next person quits or is fired.
- There is never enough time to do it right the first time, but there is always enough time to do it over.
- If you are good, you will be assigned all the work. If you are really good, you will get out of it.
- You are always doing something marginal when your boss drops by.
- If it wasn't for the last minute, nothing would get done.
- You can go anywhere you want if you look serious and carry a clipboard.
- When the bosses talk about improving productivity, they are never talking about themselves.
- To err is human, to forgive is not company policy.

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Maun-Lemke Speaking and Consulting, LLC
8031 W. Center Rd.
Suite #222
Omaha, NE 68124

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