

# Leadership Academy Project Summary

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9/15/12 by Connie Bilyeu RN

1. My project for the Leadership Academy was to determine if our RALF would be acceptable as a Memory unit by the regulations of the state of Oregon and CEO. We are a community that is in great need for a Memory Care due to a small population of wanderers. Actively exit seeking members are unable to remain at the Plaza as we are unable to keep them contained and safe. They are welcome to come back when they are no longer a wander risk.
2. The benefit of my project to Terwilliger Plaza was to seek out a conclusion to the viability of the Metcalf as a Memory Care Unit.
3. The people on my team included the CEO, Director of Facilities, Ombudsman and Warren Bird with DHS. I also spoke with a board member who expressed her concern about the need for Memory Care so that we can serve all of our members.
4. I communicated primarily with my boss Dee Sellner.
5. The challenges that I experienced during year related primarily to finding a vision for what the Metcalf would look like as a Memory Care and with connecting with the state agency that would be willing to come out and look at the Metcalf. The Metcalf is the only ground level building in the Plaza. After speaking to Jan Karl with DHS at the Alzheimer conference she stated that without exception Memory Care must be ground level. Jan confirmed that the Metcalf unit was the only choice at this time for a Memory Care unit at Terwilliger Plaza.
6. I overcame these challenges by speaking to my mentor Mary Scott who embraced my questions with kindness and wisdom as she runs a Memory care at Mennonite Village. Mary was very generous in sharing the day to day operation of Lydia's house including training topics for staff. I was also fortunate to speak with Jan Karl with DHS who referred me to Warren Bird with DNS. Mr. Bird came out and inspected the Metcalf unit and stated that the space was viable to start a Memory care with the addition of another dining room outside of the locked unit.
7. The surprises that I encounter with this project was the stance that Jan Karl and Warren Bird took to be totally cooperative and helpful to help me and my team determine if Memory Care was the right choice for the Metcalf unit. My team did decide that building a second dining room for the rest of the short stay an RALF members was not an option. The conclusion from my project based on the information and assessment made by my CEO and facilities director is that the Plaza will rebuild on that site or consider building elsewhere as the Plaza expands.
8. The three LPI behaviors that I needed to learn to successfully complete this project include:  
#13. Searches outside organizations for innovative ways to improve.  
#7. Describe a compelling image of the future.  
#4. Develops cooperative relationships

9. I have learned to implement LPI behaviors #13, #7., and #4. more effectively over the last year. I have come to realize the wealth of knowledge and opportunities that are present in the community of my peers and state agencies. I have found that sharing my goal of Memory Care for Terwilliger Plaza and the coinciding concerns on how to make it work has helped to shape my vision of the possibilities for our community. I was able to develop cooperative relationships with Warren Bird with DHS to inspect the Metcalf, and viewing other Memory care units such as the Hearthstone and Mary's Woods. I found that discussing Memory Care with my Leadership Academy peers and exploring the concept with the Ombudsman and a board member gave me a clearer vision for our future. I want to be a part of the development of Memory Care in our community when the opportunity comes around. I feel much stronger in my leadership skills and in my vision in what a successful unit looks like.
10. My plan for continued leadership development in the years to come include further personal education and promoting growth and leadership in my employees. I feel that one of the most important aspects in a Leader is to promote and feed the values of my employees with the mutual goal of excellent care.