

How the **LITE Program** Aided Frontline Professionals to Recognize their Potential Growth And Become Mentors to their Fellow Team Members

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**LITE Program Breakdown**

It's a 6 month class from December to May:

- First 3 months: Meet twice a month with Instructor and Guest Speakers
  - Homework was also distributed after each class to help keep them focused on the class.
- Last 3 Months: Meet once a month with Supervisors

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**LITE Program: First 3 Months**

- **December:**
  - 1<sup>st</sup> Class: Ethical Dilemma
    - What can we do? (Professional/Clinical Practices)
    - What Should We Do? (Ethics)
    - What Must we do (Laws/Regulations, NJ Social Work Board, LNHA, CALA...etc)
  - 2<sup>nd</sup> Class: How To Deal With Difficult People
    - "People aren't difficult....they are Different."
    - **D.I.V.E.R.S.I.T.Y** (*Different Individuals Valuing Each Other Regardless of Skin, Intellect, Talents, or Years.*)

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### LITE Program: First 3 Months

- **January:**
  - 3<sup>rd</sup> Class: Memory Care; Dementia and Alzheimer's
    - Nutrient (Different types of food to help with cognitive function)
    - 7 Stages of Dementia
    - Treatment
  - 4<sup>th</sup> Class: Healthy and Active Aging
    - Age (Emotional? Physical? Chronological?)
      - Healthy Body, Healthy Mind
    - Health Plan
      - Recommended Screening and Check Up
    - Life Style

*We do not stop playing because we grow old,  
we grow old because we stop playing.*

*George Bernard Shaw*


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### LITE Program: First 3 Months



- **February:**
  - 5<sup>th</sup> Class: Pain Management
    - Mind, Body and Spirit
      - Mind Over Matter
    - Types of Pain
    - Pain Management
  - 6<sup>th</sup> Class: Emergency Preparedness
    - Assessing the Mental Health
    - Strategies
    - Disaster Plan – Best Practices


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### LITE Program: Last 3 Months

- **March & April:**
  - Each LITE Attendee went to their direct supervisor to complete assignments where they apply everything they learned towards the seniors, co-workers and communities. They become the "mentors" to other co-workers and ideally to encourage them to be a better version of themselves.
- **May:**
  - Attended the Professional Development Day Seminar
  - The last mandatory class before Graduation





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### LITE Graduate Photos

• 2016 Graduates:



• 2017 Graduates:



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### LITE Advisory Committee

- After the first LITE Graduating Class, we created this committee in hopes that the employees can still feel valued and included in terms of any future LITE Programs.
  - We would get together and discuss any new ideas, suggestions, concerns, comments that each of them may have.
  - It is their opportunity to be heard

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### What the LITE Graduates Learned

- Survey:
  - At the last LITE Graduation, we gave out a survey to each LITE member asking for their input, comments, suggestions, revelations, etc.
  - And the results from these LITE Graduates couldn't have been more positive:
    - “What I liked most about the program, was how to deal with difficult people...”
    - “I thought I knew most of it, but this has taught me more...”
    - “I learned more about myself both pro and cons...”
    - “I discovered areas for self improvement...”
    - “I learned how to handle my anger...”
    - “I found the speakers to be helpful...” (we tried to get different speakers to come in and share their stories with the group)
    - “Taught me to be more courteous, more patient, and to be humble towards seniors and fellow employees...”

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### What the Management Team Learned

- With every program, there is always room for improvement and some of the things that we as a company found out really put some things into perspective.
- Some concerns that were mentioned included
  - Difficulty with the homework assignments, such as fully understanding the assignment at hand because reading may not be a strength.
  - Logistics
  - Attendance
  - Transportation
  - Misunderstanding of the purpose of the program
    - Supervisor
  - Some push back

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