

# **Leadership Towards Organizational Change**

## *A Core Strategy ©*

### *(A Primary Prevention Tool)*

## *Objectives*

1. Discuss the core roles of facility leadership in creating and implementing a successful reduction initiative in an organization.
2. Describe specific activities that facility leadership need to be involved in to facilitate organization change.

## *Outline*

- ✓ Roles of leadership in reducing seclusion and restraint
- ✓ Fundamental Principles
  - Creating the vision
  - Living organizational values
  - Using human technology
  - Elevating oversight
  - Using data to inform
  - Valuing exemplary performance
  - Developing a plan
- ✓ Specific Strategies for Leadership
  - Use of data
  - Elevate oversight
  - Assure workforce development
  - Make prevention tools available
  - Create consumer and family roles
  - Redefine debriefing