



Rehab Provider Leaders Conference - October 5-7, 2022

THE ERA OF AGILITY


STRATEGIES FOR YOUR BUSINESS

Bally's Las Vegas


Change Leadership You Need It Now!




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Speaker Disclosure




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Has no Relevant Financial Relationship to disclose



Relevant Non-Financial Relationships:



Is an employee of a NARA Member Organization



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The Last 32 Months




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The Last 32 Months





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Current Turbulence

Recruiting	Retention	Inflation	Supply Chain	Medicare PTA/COTA Cuts
Medicare Physician Fee Schedule Cuts	Increased Medical Review Audits	Quiet Quitting	Burnout Burnout Burnout	Everyone Is "On Edge"
COVID Is Still Out There				



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My Goals For You



Understand **why** your organization needs a change leadership strategy



Establish a **culture** of change leadership in your organization



Practically **implement** a change leadership strategy and its benefits



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Current
Turbulence

- How are **you** going to get your team & your organization through the **constant uncertainty, change, & turbulence** that is now our **“new normal”**?

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What Is Change Leadership?


- “The ability to **influence** and **inspire action** in others and **respond** with **vision** and **agility** during periods of growth, **disruption** or **uncertainty** to bring about the **needed change**.”

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Some PT Northwest Fast Facts

- Founded In 1977
- Salem, Oregon Based & Serve The Willamette Valley
- Physical, Speech, & Occupational Therapy
- 11 Outpatient Clinics, 2 Hospitals, 3 Universities, 2 Minor League Sports Teams, & 2 High Schools
- Roughly 125 Employees

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A Culture Of Change Leadership

Buy-In From Key Leaders & Stakeholders

Model It

Continuous Messaging



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ADKAR Is Your Friend

A



AWARENESS

D



DESIRE

K



KNOWLEDGE

A



ABILITY

R



REINFORCEMENT



12



A Tale Of Two Clinics



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If I Had A Magic Wand . . .



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My Challenge & Encouragement To You

- Do you have a **change leadership strategy**?
 - If so, how is it working?
 - If not, how are you going to implement one?
- Will you use this conference as an opportunity to **recharge, reset, & reconnect**?

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