



Leading Change When Change is Leading You

Presenter : Cecilia Marion, Senior Director Operation

Ethical Challenge

- Constant change that turns our world upside down
- Balancing resident safety with holistic care
- Staff Engagement and wellness

What is the right thing to do?

Considerations In Long Term Care

- ✓ Proportionality
- ✓ Minimize Harm
- ✓ Reciprocity
- ✓ Fairness
- ✓ Transparency

Principles to Assist Decision Making

- ❖ Reasonableness
- ❖ Responsiveness
- ❖ Openness
- ❖ Accountability
- ❖ Trust

Change by Salini Nair

Change is a challenge

Change is a fear

Change is the change of mind

Change is a change of attitude

Change is a change of way of life

Change is the change of recognized

Change is the change of mysterious

Change is the change to solitude

Change is the change to perfection

Change is the change to unknown ethics

Change is the change to supremacy

Change is the change to divinity

A change to know the real self

References

1. UHN COVID-19 Ethical Decision-Making Framework - Claudia Barned, Daniel Buchman and UHN Bioethics Team
2. UHN - Ethical Guidance for people who work in long-term care: What is the right thing to do in a pandemic? – Andrea Laboni, Alisa Grigorovich, Claudia Barned, Kevin Rodrigues, Pia Kontos, Charlene Chu, Arlene Astell, Dementia Isolation Toolkit Team, (Version 1.0)

Thank You

I am so grateful for the opportunity to be part of your retreat day and to share my experiences.

My hope is that you will have found some nugget of wisdom or a challenge to your thoughts.