

Tidbits

Updates & Recognitions from Executive Health Director Alyssa Tallo



- We hosted our first Spotlight Awards for 2023 on National Employee Appreciation Day, March 3! We honored nearly 200 people at the event, and there were an impressive 67 Spotlight Award submissions received in the month of January alone! Thanks and please keep them coming!
- Best wishes for a happy retirement going out to **Jeannine R. (Admitting)** and **Nancy K. (Nursing)**. You will be missed!
- Congratulations to **Anthony P. (Rehab)** on his promotion to Supervising Therapist; **Darren V. (Administration)** who recently passed his NYS Nursing Home Administrator licensing exam and **Tanisha B. (Nursing)** for transitioning to F4E Nurse Manager!
- All of the following MCH employees get a gold star for participation! Over the past several weeks, these folks correctly answered our Raffle Prize Survey Questions, and were plucked to win the raffle: **Ali O., Chantae S. and Jennifer S. (Nursing); Enza M. (Finance); Andrew H. (Security); and Kim W. (Clinical Systems)**. Keep an eye out for survey texts and enter for your chance to win!
- Sending a big thanks out to all of you who attending our recent All Staff meetings, asked questions and offered feedback! The presentation slides are available on the MCH Intranet's Video Library. **If you have any thoughts about what you'd like to hear or other suggestions for the next All Staff meeting, please send them to colleenmccarthy@monroehosp.org.**
- Friendly reminder! We need your help to keep MCH safe. Please do not allow others access to our facility. If you see this happening, or someone suspicious in the building, **please alert MCH Security at 760-6100.**

Your Chance to Sound-Off!

Do you want to be featured on MCH's Facebook or in this newsletter? Would you like to share a favorite MCH moment – a memorable interaction you had with a resident or employee? Tell us what you most like about working here, your professional goals for the upcoming year, or the one thing MCH could do to make our facility an even better place to live and work? Then go ahead and sound-off! Reach out to Public Relations Director **Colleen McCarthy** at colleenmccarthy@monroehosp.org.

Spotlight on Leadership and Staff Development

- Associate Director of Food and Nutrition **Jake Letourneau**, Human Resources Director **Deb Perna** and Coordinator of Staff Development **Rosemary Jonientz** worked incredibly hard to develop MCH's Leadership Development Program, which graduated its first class in February. The program is a four week course offered quarterly, which is broken into four sessions: Leadership of Self, Leadership of Business, Leadership of Others, and Mindset of a Leader. The course is highly interactive, pairing open dialogue with break-out group activities and meaningful handouts to build your "leadership toolkit." The next class starts in March of 2023. Anyone interested in participating next quarter should first gain approval from their direct supervisor, then reach out to Jake (jacobletourneau@monroehosp.org) to sign up.
- Our partnership with the Rochester Black Nurses Association (RBNA) to create the **RBNA/MCH Mentorship Program** is launching its third class of amazing leaders! To date, 17 people have completed the program, which provides hands-on training, education, and mentorship. All but one participant continues to work at MCH, making the program both a great retention tool, and an outstanding growth opportunity

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Spotlight on Leadership (CONTINUED)

for emerging leaders in Nursing. We are also excited to partner with Roberts Wesleyan University to provide enriching classroom instruction and activities, which develop skills in areas including effective communication, team building, and conflict resolution. We are reviewing applications and look forward to announcing the next cohort very soon!

- **Aimee Bodine**, Director of Resident Programs and Life Services and **Rosemary Jonientz**, Coordinator of Staff Development, have been selected to participate in Monroe County's recently announced **Diversity, Equity & Inclusion Emerging Leaders Development Program**. About 20 people representing departments throughout the County will participate.
- MCH has just launched its own **Diversity, Equity & Inclusion Committee**, working on important issues like creating effective minority career pathways and retention programs, and ensuring staff are aware of and can access resources to support their professional development. If you are interested in participating in the Committee's efforts, please contact **Colleen McCarthy** at colleenmccarthy@monroehosp.org.
- Tuition Assistance programs have been enhanced for 2023! Soon you will be able to download information about this program from the MCH Training Library. Contact Coordinator of Staff Development **Rosemary Jonientz** to learn more about what is available, at rosemaryjonientz@monroehosp.org.



Photos from top to bottom:
MCH staff were recognized with an Oscar-themed Employee Appreciation event. **Spotlight Awards** were handed out and staff were invited to make their predictions for the upcoming Academy Awards • **Monroe County Executive Adam Bello** stopped by Valentine's Day Bingo at MCH and handed out carnations to residents and staff at the event • Our Food & Nutrition department helped celebrate **Black History Month** all through February with special menu items, including this meal created by **Jarvis W.**, Supervising Cook at MCH.

