

Staffing Success

Our proven 16-Week process at Maun-Lemke accelerates a team-based initiative to improve 7 critical staffing goals measurably:

1. Turnover Reduction (*especially with new hires in the first 90 days*)
2. Agency Reduction or Elimination
3. Vacancy Reduction
4. Incentive Pay Reduction
5. Absence Reduction
6. Improved Recruitment / Selection
7. Improved Staff Engagement

Our cost-effective and efficient process allows for up to 12 individual locations in a 16-week Collaborative that centers around:

- A. Weekly video-based Collaborative meetings with each location team involved
- B. Individualized coaching to each location in the Collaborative
- C. Weekly Scorecard / Progress Reports submitted by each team for accountability
- D. Feedback on each Weekly Report given by Maun-Lemke
- E. Assignments are dosed weekly for team action that are stair-stepped in a designed order to ensure success. The assignments include proven systems, techniques, and methods.
- F. Focus on 3 major areas of Retention, Selection, and Recruitment
- G. Custom design for Skilled Nursing, Assisted Living, Housing, and other Health Care / Human Service Organizations
- H. 16-Week Collaboratives can be initiated from one organization or separate organizations

Continuation *beyond* the 16-week initiative will lead to *even greater success with even higher return on time and investment.*

It is possible and realistic to achieve Staffing Success

Sustainability Plans are developed for all client locations beyond 16 weeks



Recent Staffing Success Results

Explanation of Numbers in Grids

- All initiatives were 16 weeks in length except three groups for “S” that were 32 weeks in length.
- Number of new hires in clinical roles (CNAs, CMAs, LPNs, RNs). The centers tracked new hires in other roles/departments separately.
- 90-day turnover is the percentage of new hires that separated in the initiative after week 7 when our 90-day protection process (aka *Bubble Wrap*) was in place. Our clients had 40% or more turnover of new hires in the first 90 days *before* the start of the initiative.
- Agency reduction is both dollars and percentage of agency from week one to the end of the initiative.
- Absence reduction is the percentage of decrease from the start of the initiative to the end of the initiative.

		Turnover		Agency Reduction		Absence Reduction
Organization	#Groups / # of Centers	# of New Hires	90-Day Turnover %	Agency Spend Reduction	Agency Reduction %	Absence Reduction %
NA	2 / 24	505	12.5%	\$100,480	22.3%	29.0%
S	3 / 36	1122	12.1%	\$159,600	32.8%	24.0%
A	3 / 29	428	9.5%	\$167,500	35.5%	27.0%
SL	1 / 8	225	9.0%	\$85,575	47.0%	26.0%
M	1 / 12	417	16.1%	\$29,250	25.5%	29.0%
N	1 / 2	46	10.3%	\$34,615	45.3%	17.0%
SM	1 / 12	235	17.8%	\$58,549	32.3%	23.0%
G	3 / 27	283	13.9%	\$62,062	23.4%	19.0%
C	1 / 12	162	17.4%	\$56,349	35.0%	19.0%
G4	1 / 12	136	13.4%	\$27,803	57.0%	14.0%