

Since the pandemic we have seen increased health human resource (HHR) challenges with staffing shortages and burnout. What strategies and approaches have worked well to enable your care home to focus on Quality Improvement work (such as appropriate use of antipsychotics) while navigating the HHR challenges we are facing in long-term care?

*Using ThoughtExchange you provided feedback and rated the suggestions others shared. Here is what you said...*

## Top 5 Rated Suggestions:

- 1. Ask non-profit organizations to provide programs, such as gardening.**  
Capacity building.
- 2. Team huddles at every shift.**  
All disciplines participate, share and update knowledge of residents, creates a team approach to care strengthening engagement in quality initiatives.
- 3. Co-leadership model (operations lead and medical lead).**  
Ensures leadership supports priorities and helps break down barriers to QI.
- 4. Small goals.**  
Micro-goals are smaller QI projects that are easier to address, improving care but decreasing strain on the system.
- 5. Incorporate team building activities into QI work.**  
Creates strong team foundation to support improvements.

*“Micro-interventions with staff helps build trust and engagement. Use any type of behaviour rounds, huddles etc. and add 5 minutes to discuss strategies to build the team. Use volunteer programming to help build capacity and support staff with resident engagement.”*

