

WE ARE...Londa Tipton's Action Learning Project

How would you describe your project and how you expect it to unfold in the months/years ahead, including the impact you hope it will have on your organization's mission and the individuals you serve in the field?

WE ARE..... My project is to bring pride and ownership to Sunshine Meadows Retirement Center's staff and resident. To help in finding our identity in our community and within our campus. Encouraging the staff to take pride in their care and further education/training to enhance their lives, both personally and professionally. For the residents to be satisfied with living this part of their life journey at SMRC.

The Mission Statement and Core Values of SMRC will be used to bring this into focus.

My process will be to take the core words of the Mission Statement and bring them "life". To use the collective wisdom and experiences of our staff and resident to find out their meaning and the influence on the future of SMRC.

2. How have the relationships you are developing as part of your project (with mentors, partners, and stakeholders, etc.) influenced its direction?

I have had numerous relationships that have helped me to determine the direction of my project. I have had the privilege to work with residents and other employees that have provided me with encouragement, direction and motivation to make the work/living environment in LTC a place where we want to be.

3. What have been the important turning points for you thus far, in your own learning, as you engage with the action learning process?

I have had to step outside of my comfort zone a bit, to be confident in my vision but not so "set" in the process or end result. I want to use the knowledge/lesson I have obtained from this class to help the process.

4. How has the Action Learning Process and your overall experience in the Center for Leadership (including the relationships you have developed as a result) contributed to your growth as a leader?

I have more confident in allowing me to use my knowledge and experiences to guide and help others. To know that I don't have to have all the answers and that using the right tools, from check in questions, listening, and soft ball questions will help me know others better. This will help me in knowing how to build better relationships with staff and residents.