

Abstract

Problem identification: Leaders at a local assisted living facility recognized disparities in the dementia caregiver staffs' job satisfaction and retention and sought an intervention to improve both. Purpose: Team building via a peer-led orientation process for new-hires was identified as an avenue to incorporate leadership support. The didactic content included information regarding dementia and dementia care, resident-centered care, cultural competence, professional relationships, and mindfulness in the workplace. Hands-on skills demonstration and practice were also included for new-hire caregivers to facilitate correct skill expectations before new staff provided care to the residents. The didactic orientation content was also presented to current dementia caregiver staff to enhance team building in the existing staff. Theoretical frameworks: Dr. Jean Watson's Theory of Human Caring provided guidance in the concepts of resident-centered care, cultural competence, professional relationship, and mindfulness in the workplace. Evaluation: The outcomes indicated that both the new-hire and existing staff gained new knowledge about the concepts covered. The participants also verbalized a greater level of interpersonal growth related to the interactive, discussion-focus of the training sessions. Finally, the development of peer-to-peer training presented an opportunity for professional development and career advancement within the organization.