

CATHY MACPHERSON, BSc, RN
VICE PRESIDENT, STRIVE HEALTH
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Nurse leader with extensive practical experience and a successful track record in the long-term care and retirement living industry. Committed to excellence and accountability in providing high quality client care. Straight-forward communicator who can build and maintain strong professional relationships.

KEY SKILLS AND QUALIFICATIONS

- ◆ Client Care Management
- ◆ Staff Development
- ◆ Client Advocate
- ◆ Financial Statement Analysis
- ◆ Process Improvement and Reporting Analysis

PROFESSIONAL EXPERIENCE

Vice President **2019 - Present**

Strive Health Management Consulting Inc.

Strive Health is a consulting services firm providing project management, research, evaluation and business consultant services to a broad range of stakeholders across Canada since 2010.

Regional Director of Health Services **2017 - 2019**

Shannex Inc.

- ◆ Guided long term care and retirement living facilities in Nova Scotia and Ontario to comply with legislation and licensing requirements, including Long Term Care Program Requirements, Protection for Persons in Care Act, Homes for Special Care Act, Adult Protection Act and Ontario Retirement Homes Act.
 - ◇ Provided clinical guidance and support; educated staff; completed on-site pre-licensing visits; collaborated with sites to improve best practices.
- ◆ Served as a key member of the decision-making team for a new electronic health system.
- ◆ Mentored leadership and nursing staff; provided guidance to support staff competencies; supported clinical decision making.

Manager, Harmony and Wellness **2013 - 2017**

Shannex, Parkland at the Gardens

- ◆ Supervised and led the nursing teams in coordinating and overseeing health services including assessing, planning, evaluating, and responding to client needs.
- ◆ Collaborated with outside healthcare teams/committees to improve best practices and processes.
- ◆ A member of the Shannex Corporate Infection Control Team, Ethics Committee, Corporate B Care Team, Harmony 2.0 Project, Medication Reconciliation Health Improvement Project.
- ◆ Analyzed and reported on data reflected in DOMO and B Care.
- ◆ Educated all staff on dementia care during general orientation.
- ◆ Served as site Occupational Health Nurse. Handled all incident reports and WCB claims in collaboration with the Workforce Coordinator and HR Partner.
- ◆ Delivered and coordinated health services to clients in all service lines.

Nursing Health Informatics **2012 - 2013**

Shannex Inc.

- ◆ Developed and implemented an Electronic Client Chart technology to standardize best practices across all Shannex facilities in Nova Scotia and New Brunswick to improve health system outcomes.

- ◆ Reviewed policies as they apply to privacy and electronic charting practices.
- ◆ Performed impact studies to mitigate client risk.
- ◆ Prepared staff for changes in service delivery to improve the quality of health care services and improve accountability.
- ◆ Created B Care education bindings that enabled onsite training.
- ◆ Led project groups, which included various stakeholders, to provide clear clinical direction regarding best practices for the implementation of the new electronic charting system.
- ◆ Trained staff and physicians on the new B Care Electronic Chart. This enabled staff to play a leadership role.
- ◆ Collaborated with the B Care team and worked together throughout the duration of this initiative.

Director Resident Care

2006 - 2012

Shannex, Maplestone Enhanced Care

- ◆ Provided leadership in a clinical setting.
- ◆ Planned and evaluated client care within the facility.
- ◆ Acted as the Site Manager in the absence of the Site Administrator.
- ◆ Part of the Steering Committee for the Collaborative Learning Centre; invited to speak to the second year LPN class at NSCC and Dalhousie University first year nursing students on Nursing Leadership in Long Term Care.
- ◆ Part of the team in 2009 which led Maplestone to its recognition of excellence in wound care.
- ◆ Supported the successful launch of B-Sharpe®, the first electronic client record in a Shannex Enhanced Care facility.
- ◆ Member of the Care by Design Palliative Care Team; developed standard orders for the actively dying client which was rolled out across Capital Health

Care Coordinator

2005 - 2006

Shannex, Parkstone Enhanced Care

- ◆ Collaborated closely with the interdisciplinary team to provide high quality client care in a clinical setting.
- ◆ Supervised and evaluated staff in a variety of positions.
- ◆ Provided staff training, followed disciplinary procedures, conducted performance appraisals.
- ◆ Led several committees to address client needs.

EDUCATION

Diploma of Nursing

1984 - 1986

Victoria General Hospital School of Nursing, Halifax, NS

Bachelor of Science, Nutrition and Consumer Studies

1980 - 1984

St. Francis Xavier University, Antigonish, NS

PROFESSIONAL MEMBERSHIPS & DEVELOPMENT

- ◆ Member, Nova Scotia College of Nursing
- ◆ LEAP Long-Term Care, Pallium Canada
- ◆ P.I.E.C.E.S. Learning and Development Model
- ◆ The Project Management Course, Saint Mary's University
- ◆ Coding the RAI-MDS 2.0 for Beginners, Canadian Institute for Health Information
- ◆ Teacher's Certificate Class 5, Department of Education