



# SNF Clinical Leadership Workshop

A foundational learning experience within broader clinical leadership development

*Care Providers of Minnesota is hosting an in-person, two-day workshop plus four virtual sessions*  
**This workshop is perfect for DNS, DONs, and other Leadership employed within skilled nursing facilities**

Strengthen your clinical leadership bench with this targeted, skills focused workshop designed for Directors of Nursing and clinical leaders in skilled nursing facilities. This fast paced program builds confidence in the core areas every clinical leader needs: organizational planning, survey and compliance readiness, reimbursement and documentation oversight, HR fundamentals, abuse prevention, and strong relationship building with residents, families, and key partners.

Led by expert instructors, this workshop delivers practical tools, real world insights, and leadership strategies you can apply immediately to improve quality, strengthen teams, and support better outcomes.

Join us as we kick off the **SKILLED NURSING FACILITY CLINICAL LEADERSHIP WORKSHOP** and invest in the long-term success of your clinical leaders.

## THE DETAILS

### APRIL 7, 2026

8:30 AM–3:45 PM (8:00 AM check-in & continental breakfast)  
7851 Metro Parkway, Suite 114, Bloomington, MN 55425

**CEs** 16.00 for full participation  
**CODE:** MN26-92630

### APRIL 8, 2026

8:00 AM–3:30 PM (8:00 AM check-in & continental breakfast)  
7851 Metro Parkway, Suite 114, Bloomington, MN 55425

**COST**  
**\$275** per Care Providers of Minnesota member participant  
**\$375** per prospective member participant

### VIRTUAL SESSIONS: 12:00-1:00 PM

- April 21, May 5, June 2, and June 30

### REGISTER

[www.careproviders.org/SNFLeadership](http://www.careproviders.org/SNFLeadership)

You will receive an immediate confirmation upon successful registration.

### CANCELLATION/NO-SHOW POLICY

We understand that circumstances arise that may prevent you from attending the workshop after you have registered. If you cancel on or before **March 31, 2026**, we will gladly refund your registration fee and retain only \$50 per attendee for a cancellation fee.

Registration questions:

Call Peyton Whitesitt, 952-851-2494 or 800-462-0024

Email: [pwhitesitt@careproviders.org](mailto:pwhitesitt@careproviders.org)

We are unable to offer any refund after **March 31, 2026** for canceled registrations. No-shows are charged the full registration fee and receive the workshop materials in electronic formats.

*Care Providers of Minnesota has partnered with Pathway Health Services to present the **SNF Clinical Leadership Workshop**. Each attendee will receive a copy of the Pathway Health DNS manual—a \$250 value!*

**REGISTER NOW!**

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## AGENDA

APRIL 7

### LOCATION: 7851 Metro Parkway, Suite 114, Bloomington, MN 55425

8:30-8:45 AM	Welcome and Introductions
8:45-10:30 AM	Organizational Planning and Clinical Oversight for a Clinical Leader/DON
10:45 AM-12:15 PM	Leadership Role in Reimbursement and Documentation
12:15-1:00 PM	LUNCH
1:15-3:15 PM	Survey and Compliance Readiness
3:15-3:45 PM	Wrap Up Q & A

APRIL 8

### LOCATION: 7851 Metro Parkway, Suite 114, Bloomington, MN 55425

8:00-10:00 AM	Abuse Prevention and Risk Mitigation
10:15 AM-12:15 PM	The Dos, Don'ts, Whys and Why Nots; Human Resource Essential for Leaders
12:15-1:00 PM	LUNCH
1:00-3:00 PM	Building Relationships with Key Stakeholders & Business Partners
3:00-3:30 PM	Wrap Up Q & A

VIRTUAL

### *All virtual sessions: 12:00-1:00 PM*

April 21	Organizational planning & reimbursement
May 5	Survey & compliance
June 2	Human Resources
June 30	Building relationships

TOPICS COVERED

- **Organizational Planning & Clinical Oversight for the Clinical Leader/DON**  
*Building systems for clinical quality, operational consistency, and organizational alignment.*
- **Leadership Role in Reimbursement & Documentation**  
*Ensuring accurate clinical documentation, supporting reimbursement integrity, and reducing financial and compliance risk.*
- **Survey & Compliance Readiness**  
*Maintaining year-round readiness and leading teams through evolving regulatory expectations.*
- **Abuse Prevention & Risk Mitigation**  
*Strengthening practices that protect residents, staff, and organizational reputation.*
- **Human Resources Management Skills**  
*Core HR leadership skills including coaching, performance management, conflict resolution, and foundational employment practices.*
- **Building Relationships with Key Stakeholders & Business Partners**  
*Leveraging external partnerships to support clinical and operational excellence.*
- **Building Relationships with Residents & Families**  
*Enhancing trust, communication, satisfaction, and person-centered care experiences.*

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HEALTH**  
Insight | Expertise | Knowledge

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## PRESENTERS

Colleen Toebe



**Ms. Colleen Toebe** has 35 years of nursing experience including critical care, long-term care, assisted living, and home care. In addition, Colleen is a master trainer for the American Association of Post-Acute Care Nurses and provides certification classes on the topics of MDS, Medicare specialist, and director of nursing. Colleen is passionate in promoting a standard of excellence in caring for older adults and is a certified trainer on the Positive Approach to Care. In Ms. Toebe's role as a nurse consultant with Pathway Health Services, she has excelled in her performance in interim leadership roles in long-term care and assisted living, developed educational programs, and served as a national clinical reimbursement specialist. She aspires to promote quality of care and has a Six Sigma Green Belt in healthcare.

Rebecca Coffin



**Ms. Rebecca Coffin** is a Partner with the law firm of Rodè & Coffin, practicing in health law including accounts receivable, regulatory compliance and HIPAA compliance. Ms. Coffin represents providers on nursing home and assisted living facility licensing including change of ownership. Ms. Coffin also advises clients on a variety of employment issues. She currently represents a number of nursing homes, home care agencies and assisted living providers.

Ryan Usher



**Ryan Usher** is a Partner at Rodè & Coffin and represents Minnesota and Wisconsin based long-term care providers in the areas of regulatory compliance and appeals, employment law, business litigation, and accounts receivable. Ryan frequently represents large and small assisted living facilities and nursing homes in disputes concerning survey findings and other adverse actions taken by state and federal agencies. Ryan has significant experience navigating situations involving difficult residents and/or families, including the highly regulated assisted living contract termination and nursing home discharge processes. Ryan is active with state and national provider advocacy organizations and works with these organizations on legislative proposals and provider education/training.

Melissa Kirchhoff



**Melissa Kirchhoff** is a principal consultant at Adept Senior Living Solutions, bringing a wealth of knowledge and experience in senior housing. With 18 years as an operator and leader at the third largest non-profit senior living provider. Over the past three years at Adept Senior Living Solutions, she has excelled as a consultant, helping organizations implement best practices for financial stability and operational excellence. Melissa has a proven track record in operational excellence, leadership coaching, project management, and resident & employee engagement. As a certified executive coach, Melissa has coached hundreds of individuals to unlock their full leadership potential. Melissa has a Bachelor of Science in general management and technology from the University of Wisconsin-La Crosse. Outside of work, she enjoys time with family, traveling, and outdoor activities such as walking, biking, and golfing.