

# HUMAN RESOURCES MANAGEMENT

## Module 3. Human resources management: organization, planning, teamwork skills in the cpcc model

### TEAMWORK

Teamwork is essential for a nursing home with variety of professionals working in multidisciplinary teams, which involve complex tasks and require diverse knowledge, aim at providing quality of care and is based on good coordination and communication flow.



### TECHNIQUES OF WORK ORGANISATION



One big change in terms of work organization in CPCC model is that staff members are given permanent assignments to ensure the development of long-standing, close relationships with the residents.

Shift schedules for frontline staff can be rearranged to accommodate resident schedules. With Consistent Assignments in person-centered care, staff and management place value on a stable team of individuals committed to “knowing the resident” and building care on a foundation of relationships.



### LEADERSHIP AND MOTIVATION

The work climate is highly dependent on the interaction of the motivation of the workers.

Leadership is the art of motivating and inspiring a group of people to act towards achieving a common goal.

Motivation can be defined as the forces that lead people to pursue goals or action a particular way.



A transition to the CPCC model requires the involvement, contribution and commitment of all staff members



As it is based on a change in the values in first place. A strong leader serves as a role model and inspiration for the employees. Instead of focusing the power and using authority to impose decisions, leaders distribute leadership and autonomy, which increases job satisfaction and motivation

<http://newcareproject.eu/>