

# Summary of PMC Managers' Retreat Meeting- October 25, 2023

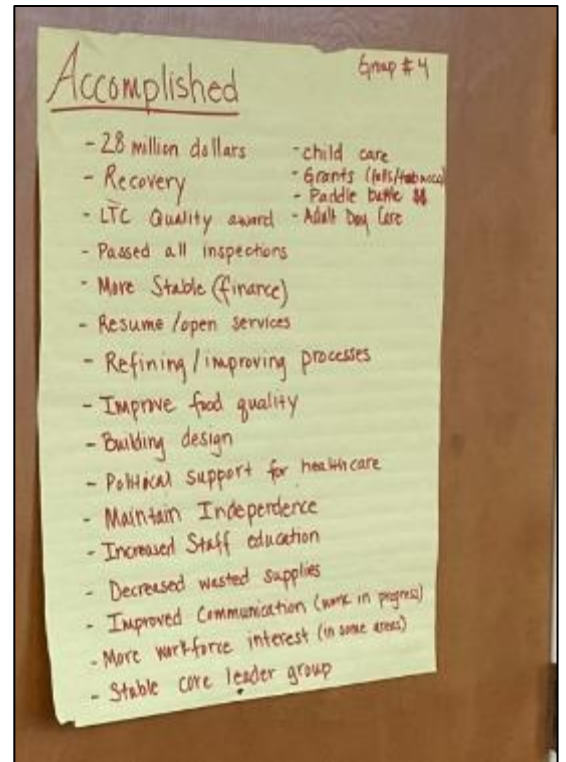
Overall, the retreat emphasized a commitment to improving financial stability, expanding services, and enhancing the workplace culture to better serve the community and the employees.



## Breakout Session #1: Accomplishments Since Last Year

During the first breakout session, participants discussed the accomplishments made since the previous year. Key achievements included:

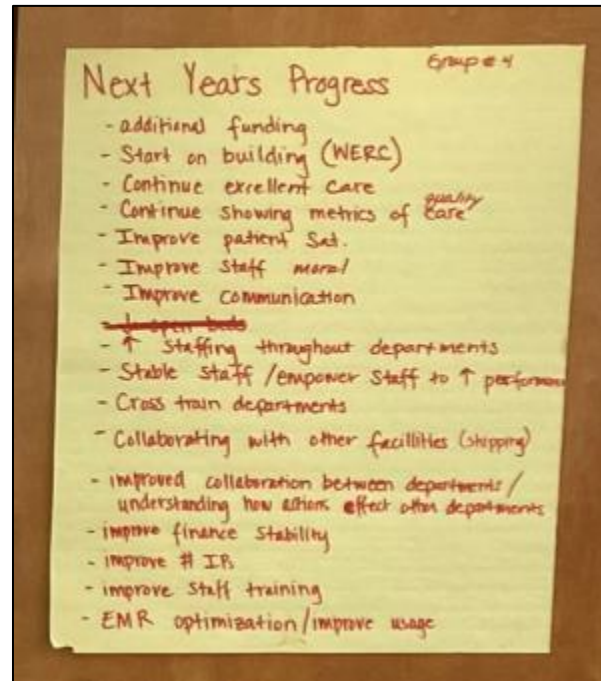
- Diversification of services, particularly in specialty clinics like dermatology.
- Improved financial stability, though remaining cautious.
- A rebound in LTC Census, following a previous COVID-related decline.
- The successful introduction of Kinderskog, a program for younger children.
- The establishment of a new facility with MRI and the WERC building.
- Enhanced community engagement.



## Breakout Session #2: Progress for the Next Year

In the second breakout session, the focus was on envisioning progress for the upcoming year. The anticipated goals and objectives were:

- Reducing "AR" days below 60.
- Implementing new programs and services.
- Addressing access to care, training, and minor building repairs.
- Completing the new Mamo project.
- Increasing community understanding and securing additional grants.
- Focusing on staffing recruitment and better health insurance.



## Breakout Session #3: Cultivating an Inclusive Workplace Culture

The third breakout session addressed the critical issue of loneliness and isolation in the workplace and discussed how to foster inclusivity and meaningful connections among employees. Suggested strategies included:

- Creating a safe space for communication.
- Maintaining positivity and understanding employees' values.
- Promoting active listening, open communication, and correction plans.
- Scheduling one-on-one time with employees to build strong relationships.

