

Partners in **NURSE ADVANCEMENT**

OUR MISSION PharMerica and NADONA are teaming to provide new resources, education, and information along with additional insights from DONs and Pharmacy Consultants for improved outcomes, care excellence, and a bright future for nurses.

What is your role at NADONA?

I'm the Director of Education. What that means is that I spearhead, design, and implement all of NADONA's educational offerings. So I write the resources, design and lead or facilitate webinars, and create and serve as the instructor for our courses. We currently offer three courses, including an Infection Prevention Certificate of Mastery, with more in development, and my goal is to make every student successful in taking the course and passing the exams. In some cases, I take the courses on the road and lead them on site at organizations. I try to facilitate training in any manner that's most feasible for the organization.

What brought you to NADONA and how long have you been with the organization?

I joined the organization in March of 2018. I was working as a consultant at the time but was looking for a place where I could make a real difference. I reached out to Sherrie (Dornberger, Executive Director) because I loved NADONA and what it was trying to achieve and asked her to let me know if she ever needed anyone to lead education for the organization. Three months later, she called me, and I'm grateful for the opportunity to make an impact on DONs, their staff, and long-term care residents.

Describe NADONA's mission.

Our goal is to be a resource for DONs. Our motto is: nobody knows what you go through in a day, but we do. We've all been DONs so we know the issues they're facing and bring them the support, resources, and education they need and also simply serve as a place for them to go to be heard and find answers.

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– **Cindy Fronning**

RN, GERO-BC, IP-BC, AS-BC,
RAC-CT, CDONA, FACDONA
Master Trainer
Director of Education

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How is NADONA helping to address nursing shortages today?

The first way is that when a member calls and they're at the end of their rope and want to leave their job, we try to keep them in the role. For example, one of the things that fries a DON faster than anything is not having resources even when they know they exist out there somewhere. We don't just give them a website to go to; they can call us and say they need a policy immediately and we'll stop everything we're doing to find it for them. The best thing we can do is save the DONs we have.

On top of that, we're involved with nursing home industry leaders and on task forces working on nursing shortages. While we don't serve as a staffer, we're behind the scenes trying to retain nurses. We do that by helping them with questions and resources and even recruiting individuals to come into the nursing field. And when they do, we show new nurses that they're needed and appreciated, and teach DONs how to be leaders that empower their staffs.

What impact does NADONA have on the health and well-being of long-term care residents?

I have a deep love for the elderly and I really want the best care for them. By training our DONs and giving them the education that they can take back to their staff, that filters down to the residents. My goal when creating any training is to give the best care to residents.

How is the partnership between PharMerica and NADONA helping to further NADONA's impact?

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To learn more about how PharMerica is supporting DONs, other nurse leaders, and nursing staff in skilled nursing, visit PharMerica.com/who-we-are/nurse-advancement.