

Tanazia Morehead:

Tanazia is a manager for Clinton House. I am unaware of how long she has been here. We would like to highlight the significant growth that Tanazia has shown in this position. Kim P stated, "During my audits for Clinton House, I observed her meticulous compliance with all documentation requirements." Kim G stated, "the increase in the outings has been really impressive." Since multiple staff do not drive, this takes a lot of planning and coordination. She knows their medical needs and communicates them well. She represents the folks with Bluestone well and professionally. She communicates changes to the nursing team and follows through with orders. Tanazia focuses on what her folks want. One of her ladies needed a new winter coat. This person enjoys online shopping and packages arriving for her. Tanazia sat at the computer with her trying to find a coat that she likes. They would pick one out and Tanazia would tell her how much it costs. This individual rejected several of the coats due to the price. The individual did not want to spend that much money. Tanazia could have ordered the coat or asked her what color and went and got one herself, but she did not. She sat down with her several times, and they searched and discussed until they found one that was big enough to keep her warm, but at a price that she was willing to spend. What could have been a 15-minute online order became a long process because Tanazia listened to the individual and made sure that their opinion was respected.

Recently at Clinton, they have been playing medical bedrooms before a new person is found. Tanazia went out of her way to help the individuals come up with something that they will like. She has also been assisting in some homes that do not have managers. She cares about her folks in general and wants the best of all of the folks.

Recently, there was a hospice situation at the Clinton House. During the hospice meeting, hospice representatives asked Tanazia what was important to her regarding this hospice situation. She answered that it was important to her that we followed the person's wishes. It was his life and he needed to be able to make the decisions. She wanted to make sure he was in the least amount of pain. During this time, she helped guide the team through a very difficult time. Many of them were scared and upset. She helped talk with more than one of them about what was best for the individual. A couple of days before the individual passed, he was saying that he was hungry, and she went out of her way to make sure that he had this certain soup that he would like.

At Clinton, all of the med training for employees goes through Tanazia. She makes it very clear from the moment that staff walk in the door that medications are a priority. She checks through the meds every day she works. I went to train her on the medication audit. After bringing it up to her about how to figure out how full a bottle needed to be, she showed me how she had been doing this for years. How does this relate to influence? I have been with the company for 2.5 years and there has never been a med error at this house. There have been some medications missed, but they have been caught in time to make up the medication. Clinton is an excellent example of a drama-free environment. Yes, staff might complain about the level of work required, but Tanazia always draws it back to the Individuals. Tanazia will bring it back to "What do they need?" I was recently talking to her

about a potential new person for Clinton and mentioned some higher medical needs that the person has. She was very receptive to whatever was needed. She mentioned that the staff doesn't do well with change, but they are pretty receptive once they are shown to them. The last new person that came in had some challenges, but Tanazia was very hands-on to help her staff overcome these challenges.

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She's a great manager and friendly person. Because she is a great manager, Tanazia makes sure the residents and staff of this house feels happy and complete. Tanazia will make sure all shifts are covered, even if she has to cover them herself. Bottom line, she thrives in the role as the manager and I could not ask for a better supervisor.

Before Tanazia took over as the manager, [she initiated the following:]

1. She was already acting the role by ordering things that the house and the individuals needed and making sure this house did not go without.
2. The individuals barely wanted to do activities or go on outings. Now they look forward to doing activities and going out. Tanazia makes sure the calendar is full and there is something to do every day. I feel like Tanazia works well with the individuals we serve and the staff. She is always fair and does not choose sides. She is always willing to hear both sides and can problem solve, so that there is no issues with staff.