

Future Proofing Leadership: Addressing Administrator Training Challenges Through Unified Organizational Commitment

Dr. Heather Parrott, DHSc, LNHA, CCC-SLP

Laci-Ann Parrott BS, AIT

Session Description:

In today's rapidly evolving healthcare landscape, the need for well-prepared and capable administrators is more critical than ever. This session will explore the essential role of developing future Administrators-in-Training (AITs) as a key strategy for ensuring leadership continuity, operational excellence, and regulatory compliance.

Participants will examine the long-term benefits of investing in structured AIT training programs, identifying proven strategies to attract, mentor, and retain top administrative talent. The session will also take a candid look at the consequences of inadequate AIT preparation, addressing how gaps in training can lead to leadership instability, compliance challenges, and decreased quality of care.

A key focus will be on fostering a culture of collective responsibility, ensuring that every department and team member plays a role in shaping a well-rounded, hands-on training experience for future administrators. Best practices for integrating AITs into real-world decision-making, leadership discussions, and daily operations will be highlighted to create a sustainable leadership pipeline for long-term care organizations.

Attendees will leave with actionable insights on how to strengthen AIT development through a unified organizational effort, ensuring that the next generation of administrators is prepared to lead with confidence, competence, and a commitment to excellence.

Learning Objectives

Recognize the Critical Role of Developing Future AITs for Organizational Success

- Examine the long-term benefits of investing in well-trained Administrators-in-Training (AITs) for leadership continuity and operational excellence.
- Identify strategies to attract, mentor, and retain top AIT talent to ensure a strong leadership pipeline.
- Understand how cultivating skilled administrators enhances organizational stability, regulatory compliance, and resident satisfaction.

Analyze the Consequences of Inadequate AIT Training on Organizational Performance

- Explore the operational risks, financial impact, and leadership gaps caused by ineffective AIT training programs.
- Identify key areas where AIT training often falls short and the repercussions for staff, residents, and overall facility management.
- Understand how poor preparation contributes to administrator turnover, compliance issues, and decreased quality of care.

Foster a Culture of Collective Responsibility in AIT Development Across All Organizational Roles

- Define the role of executives, department heads, and frontline staff in shaping a comprehensive and positive training experience for AITs.
- Explore best practices for integrating AITs into daily operations, leadership discussions, and real-world decision-making processes.
- Establish a collaborative training culture that ensures AITs receive well-rounded exposure to all aspects of long-term care administration.