



Conference Program

Monday, May 12

1:00-1:30 p.m. Conference Opening and Welcome
Cascade Ballroom

1:30-2:30 p.m. Creating Waves of Change in Senior Living: A Transformative Journey with A.G. Rhodes
Cascade Ballroom



Deke Cateau, CEO, A.G. Rhodes, Atlanta, GA

Immerse yourself in the remarkable story of A.G. Rhodes, a pioneering nonprofit organization redefining senior care. Hear from CEO Deke Cateau as he shares the history, innovations and groundbreaking Memory Care Community that have propelled A.G. Rhodes to the forefront of the industry, earning recognition as Georgia's top nursing homes by Newsweek. Prepare to be inspired and equipped with tangible strategies to drive your own waves of change.

2:30-3:30 p.m. Innovative Approaches in Senior Care: A Panel Discussion
Cascade Ballroom

Explore cutting-edge strategies transforming senior living and care. Hear from industry experts on leveraging technology, personalized services and evidence-based practices to enhance quality of life for older adults. Gain insights to elevate your organization's senior care offerings.

3:30-4:00 p.m. Afternoon Break

4:00-5:00 p.m. The Athlete Mindset: A Transformative Workshop for Senior Living Leaders
Cascade Ballroom

Steve Hopkins, Jordan River Consulting

This dynamic 60-minute interactive session will empower senior living leaders to harness the power of the Athlete Mindset. Backed by research on high-performance psychology, this workshop equips you with practical strategies to elevate leadership, cultivate a thriving culture and drive exceptional organizational outcomes. Engage in thought-provoking exercises, explore the nuances of the Athlete Mindset and commit to actionable improvements that will elevate your senior living community to new heights of success.

**5:00-6:00 p.m. Welcome Reception
Gore Zen Garden**

Tuesday, May 13

**8:00-9:00 a.m. Breakfast and Exhibit Networking
Cascade Ballroom, Cascade Foyer, Gore Foyer**

**9:00-10:00 a.m. The Science of Stuck - Lead Through Uncertainty with Confidence
Cascade Ballroom**



Britt Frank, licensed neuro-psychotherapist and author of *The Science of Stuck*

The future of work is human, leaders **need** to know how the human brain brains—and why we get stuck. If you want to lead people confidently through uncertainty and disruption, you need neuroscience-based skills.

Using Britt's surprisingly simple, science-backed strategies, you'll be able to help your team feel seen, heard and empowered.

If you're feeling stuck with how to shift to the next level, then join Britt for a fast-moving ride where science meets leadership— and where you'll learn how to unlock more collaboration, innovation and creative power in yourself and your team.

**10:00-10:20 a.m. Britt Frank Book Signing and Exhibit Networking Break
Cascade Ballroom, Cascade Foyer, Gore Foyer**

10:20-11:20 a.m. Education Sessions

**101 How to Use Creative Play to Spark Community, Connection and Joy
Gore AB**

Cindy Parker, Purple Art; Abby Sivy, Purple Art

Discover the transformative power of arts programming in enhancing the lives of older adults. This comprehensive session explores evidence-based strategies to foster community, cognition and well-being through creative play. Hear from experts, engage in hands-on activities and leave with actionable resources to elevate your senior living offerings.

102 AI in Senior Living: Expert Insights and Governance
Gore CD

Kristi Stoglin, Parasol Alliance

Cutting-edge AI is revolutionizing senior living, enhancing the resident experience and optimizing operations. Hear from Parasol Alliance on AI's transformative impact and master governance strategies to ensure ethical, responsible implementation. Equip your community to harness the full potential of this transformative technology.

103 The Leadership Framework: Turning Burnout into Breakthrough
Cascade EF

Lacy Jungman, Heritage Communities

Pioneering the "Working Genius" framework, this session equips senior living and care leaders with a proven approach to reignite purpose, foster collaboration, and elevate the resident experience. Grounded in expert research, this transformative model empowers individuals and teams to harness their unique strengths, reducing burnout and driving sustainable success.

11:20 a.m. – 12:50 p.m. Lunch and Exhibit Networking
Cascade Ballroom, Cascade Foyer, Gore Foyer

1:00-2:00 p.m. Education Sessions

201 Leveraging AI for Transformation and Innovation
Gore AB

Cathy Neece Brown, James L. West Center for Dementia Care; Rachael Garnett, EaaS AI

Discover how the James L. West Center for Dementia Care is leveraging cutting-edge AI techniques to enhance donor engagement, audience targeting and workflow automation, driving long-term impact. Explore evidence-based approaches and expert insights to craft personalized AI marketing personas that open new opportunities for your organization.

202 10 Cybersecurity Questions Your Healthcare Organization Should be Able to Answer

Gore CD

Rick (RJ) Stallkamp, Clifton Larson Allen

Cybersecurity threats loom large in the healthcare industry. This authoritative session equips senior living leaders with the knowledge to assess their organization's preparedness and develop robust security measures. Leveraging expert insights and data-driven strategies, attendees will learn to identify vulnerabilities, implement effective staff training and respond swiftly to security incidents, ensuring their patients' and organization's data remains secure.

203 Living Labs in Colorado: Pioneering Collaboration Between Industry and Academia to Improve Aging Outcomes

Cascade EF

Jodi Waterhouse, CU Anschutz Multidisciplinary Center on Aging; Cari Levy, MD, PhD, CU Anschutz Multidisciplinary Center on Aging

Innovative research is crucial for enhancing products, treatments and care for older adults, yet this population remains underrepresented in studies. The CU Anschutz Multidisciplinary Center on Aging's pioneering Living Labs initiative addresses this, fostering a collaborative ecosystem where research occurs directly in residents' communities. Residents join advisory councils to ensure projects meet their unique healthcare needs, breaking barriers between research and real-world application. Through the I Know Care Research Network, these insights drive co-created research opportunities, improved strategies and enhanced services, representing a transformative shift in aging research.

2:00-2:20 p.m. Afternoon Break and Exhibit Networking
Cascade Foyer and Gore Foyer

2:20-3:20 p.m. Education Sessions

301 Recharge Your Workplace Culture & Engagement
Gore AB

Jeff Tucker, Christian Living Communities; Derek Fenwick, Infinity Rehab

In the wake of the COVID-19 pandemic, senior living organizations face unprecedented challenges in rebuilding their once vibrant workplace cultures. This session, led by seasoned HR experts, delves into the unique obstacles faced by the industry, from

workforce shortages to financial pressures. Attendees will discover evidence-based approaches to foster a positive, engaging environment that attracts and retains dedicated team members, ultimately enhancing the resident experience. Drawing on real-world case studies and data-driven insights, this session equips senior living leaders with actionable strategies to revitalize their organizations' culture and employee engagement in the dynamic, post-pandemic landscape.

302 Surviving Surveys: Ensure You Are Prepared Operationally and Legally
Gore CD

Peggy Kozal, Dickinson Wright, PLLC; Ericka Devos, Legend Senior Living

Maintaining regulatory compliance is a critical yet complex challenge for assisted living organizations. This session equips attendees with proven strategies to proactively manage the survey process. Explore best practices for documentation, policy management and staff training to ensure survey readiness. Gain insights on effectively contesting deficiencies and addressing repeat citations to safeguard your organization's licensure. Leverage expert guidance to foster a culture of regulatory compliance and mitigate operational and legal risks.

303 Pebbles in a Pond – Simple steppingstones to promote Resident Interaction and Staff Development
Cascade EF

Emelia Torres, Hord Coplan Macht; Kathy Dilger, Wind Crest; Craig Erickson, Wind Crest

Enrich your senior living community through strategic repurposing and thoughtful programming. Discover how redesigned spaces, from virtual golf to revitalized libraries, foster meaningful connections and unlock new professional growth opportunities for your staff. Small changes create a ripple effect, elevating engagement, development and overall well-being. Dive into case studies and expert insights to build a healthier, happier community.

3:30-4:30 p.m. Education Sessions

401 Spread Care Not Germs: Creative solutions to maintain dignity in times of increased infection prevention precautions
Gore AB

Kelley Knappek, Kelley Knappek Consulting Services LLC; Keith Nugent, Juniper Communities

Communicable diseases spread rapidly in elder care settings, requiring swift action to save lives. However, traditional interventions like isolation often lead to unintended consequences, such as resident isolation and loss of dignity. This session, co-presented by a Director of Wellness and an Infection Prevention Consultant, explores creative solutions to uphold resident autonomy while adhering to best practices. Leveraging real-world examples and post-COVID research, attendees will gain actionable strategies to foster connections and deliver dignified care amidst heightened infection control measures.

402 The Ripple Effect of Thoughtful Design: A Post-Occupancy Evaluation of an Older Adult Community

Gore CD

Julia Bailey, Oz Architecture; Angela Gunn, OZ Architecture; Andrea McNally, Experience Senior Living

Explore the ripple effect of thoughtful design in this in-depth look at The Gallery at Broomfield - an older-adult community crafted to promote active lifestyles, vibrant social connections and holistic well-being. Discover how strategic use of multi-purpose spaces, focus on functionality and comfort and consideration of resident needs have fostered unprecedented engagement and satisfaction. Backed by resident feedback and data, this session delves into the powerful impact of design on quality of life.

403 7 Dangerous Cost Cutting Ripples to Avoid

Cascade EF

Keith Crockett, Schooley Mitchell

In these challenging economic times, senior living providers face mounting pressures to rein in costs. However, as this insightful session will reveal, certain cost-cutting measures can have profound and unintended consequences. Join us as we explore the market factors driving this crisis and delve into 7 cost-cutting strategies fraught with hidden dangers - from blanket cuts with unrealistic targets to neglecting digital transformation. Backed by industry data and expert insights, we'll equip you with the knowledge to make informed decisions and implement effective, sustainable cost-saving measures without jeopardizing quality of care or resident experience. Unlock the secrets to successful cost optimization in senior living.

4:30-5:30 p.m. 'Making Waves' Networking Reception
Cascade Foyer

Wednesday, May 14

8:00-9:30 a.m. Breakfast and Roundtable Discussions
Cascade Ballroom

9:30-10:30 a.m. Ripples of Change through Mentorship: A Transformative Panel Discussion
Cascade Ballroom

Explore the profound impact of mentorship in senior living and care through the insights of industry luminaries. Discover how fostering meaningful connections can catalyze professional growth, enhance care quality and cultivate a culture of continuous improvement. Prepare to be inspired by evidence-based strategies that will ripple through your organization.

10:30-11:30 a.m. "The Wisdom on Wheels" Journey: A Nationwide 5 Year Quest to Capture the Hearts and Minds of the Greatest Generation
Cascade Ballroom



Jack York, TaleGate

Embark on the 'Wisdom on Wheels' odyssey, a profound 5-year initiative celebrating our elders' legacies. Discover the profound impact of storytelling in senior care, fostering resilience and joy. This session is a clarion call for caretakers to immortalize the rich tapestry of experiences that define our greatest generation.

Registration Information

2025 LeadingAge Colorado Annual Conference and Exhibition		
	EARLY BIRD FEE By April 12	STANDARD FEE After April 12
LAC MEMBER PROVIDER RATE - This category applies to all individuals attending the Annual Meeting NOT associated with a business firm.		
Full Conference Individual Rate	\$450	\$500
Full Conference Individual Rate if sending 6 or more	\$375	\$425
One-Day Only Individual Rate	\$300	\$350

Full Conference Board Member and Trustees, Residents or Student	N/A	\$225
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PROSPECTIVE PROVIDER RATE - This category applies to all individuals attending the Annual Meeting NOT associated with a business firm.

Full Conference Individual Rate	\$550	\$600
Full Conference Individual Rate if sending 6 or more	\$450	\$500
One-Day Only Individual Rate	\$365	\$400

NON-EXHIBITING VENDORS - This category applies to companies and individuals who sell/market products and/or services to providers of aging services.

Full Conference Business Member Individual Rate*	\$450	\$500
Full Conference Non-Member Business Individual Rate* - No Daily Option	N/A	\$1,400
One-Day Only Individual Rate Business Member Individual *	\$365	\$400
One-Day Only Individual Rate Non-Member Business Individual	N/A	\$930

EXHIBITING VENDORS AND SPEAKERS - Companies that are exhibiting at the Annual Conference receive two registrations for Tuesday, the day of the exhibit hall and may purchase additional badges for representatives to staff their table, via the exhibitor contract. If a company wishes to register for additional days beyond Tuesday, they should use the Business Firm Registration category under our general registration form.

If speakers are attending only for their session on Tuesday, there is no charge. Speakers are able to register for the other days of conference (Mon and Wed) at a discounted rate.

Daily Rate to attend Monday and/or Wednesday Business Member Individual - Tuesday is included with exhibit table	N/A	\$150/day
Daily Rate to attend Monday and/or Wednesday Business Non-Member Individual - Tuesday is included with exhibit table	N/A	\$200/day

What's Included

Conference registration includes general sessions, breakout sessions, social reception, networking, refreshment breaks, breakfasts, lunches, digital handouts, and mobile app.

Cancellation and Refund Policy

Substitutions welcome anytime via email. No-shows will be billed. A full refund minus a \$75 administrative fee will be charged for cancellations received at least seven days prior to the event. No refunds will be given to cancellations received six or fewer business days prior to the event. All cancellation and substitution requests must be sent to Sarah McVeigh (sarah@leadingagecolorado.org). Organizations that have an unannounced annual survey during the meeting dates will be eligible for a full refund.

Split/Share Policy

Splitting or sharing a registration is not permitted. Registrations are to be used by the same person for the entire conference even if the person is able to attend only part of the program or conference. A one-day registration rate is available for anyone who cannot attend the full conference.

Intended Audience

Members of the organization leadership team, administrators, nurse leaders, managers, human resource professionals, and other disciplines in the variety of services for the aging. Board members and students are also encouraged to attend.

Attire

Dress for the conference is business casual. Layered clothing is recommended for your comfort, as regulating temperatures in meeting, dining, and other areas is often difficult.

ADA & Dietary Needs

Please notify the LeadingAge Colorado office by April 12 if you need special services as identified by the ADA or if you require special dietary accommodations.

Photographs

Photographs will be taken at the 2025 LeadingAge Colorado Annual Conference and Exhibition. By registering for this event, you agree to allow LAC to use your photo in any LAC related publication, promotion, or website.

No Soliciting Except Registered Exhibitors

Conference participants agree to refrain from marketing products or services during the course of the conference.

One More Note on Fees

Individuals employed by companies that supply products or services to providers fall under the “Non-Exhibiting Vendors” fee structure.