

Lisa Pohlman

Driven RN exploring new roles. Highly effective and productive working independently and within a team. Strong self accountability.

Mason City, IA 50401

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- > RAC-CT Certification since 2014 through ANNAC.
- > Organized and efficient.
- > Communication timely, respectful and effective
- > Accountable to team responsibilities and individual obligations.
- > Experienced in a hospital based Skilled Nursing Unit.
- > Iowa RN License that participates in the Nurse Compact Act.
- > ADRs/RAC audits, UR for appropriate level of care, ongoing insurance review and authorizations
- > Manages time highly independently and adaptable to changes.
- > Has a strong appreciation to know, learn and follow regulatory guidelines
- > Offers knowledge and experience to others for education and guidance
- > Always willing to learn and gain knowledge from others in any roles

Authorized to work in the US for any employer

Work Experience

Clinical Leader

MercyOne Hospice of North Iowa - Mason City, IA

June 2021 to Present

Provides clinical oversight and supervision of daily hospice patient care activities provided by hospice staff patients and families admitted to hospice including:

- Assists in development and revision of policies, procedures, and forms. Interviews and selects qualified staff and assures associates are appropriately oriented. Continually develops staff through competency assessments, in-services and continuing education, and performance appraisal process.
- Provides coordination and scheduling for 24-hour nursing services. Ongoing decision making, implementation, and coordination of patient/family needs as changes occur.
- Highly effective communication between hospice staff, medical director, Palliative Care team and avenues of referral for services
- Maintains and educates on cultural diversity and leads by example
- Supervises clinicians are coordinating appropriate services, providing services under an interdisciplinary plan of care, utilizing community resources, and following Conditions of Participation (COP's) and documents according to policy on a timely basis.
- Assures all required documentation from assigned team is submitted on a timely basis and holds staff accountable to policies and procedures. Educates through coaching and mentoring to assigned team regarding performance for improved client care.
- Facilitates and participates in educational opportunities for the direct care nursing staff.
- Collects and utilizes data and demonstrates problem solving and critical thinking in planning, implementing and evaluating nursing services.

- Assists in interviewing, orientation, supervision, continuing education and performance review for nursing staff and input into other team hiring and evaluations.
- Optimizes reimbursement and cost containment. Promotes compliance with professional standards, rules and regulations governing hospice. Participates as member of Interdisciplinary Administrative Team (IDAT), Nursing Leadership Team, Quality Assurance and Performance Improvement (QAPI)
- Serves as a resource for colleagues, patient/family, peers and others.
- Documents and assures accuracy of data, reports, employee time/attendance for payroll and patient information in a timely manner.
- Assesses daily productivity of colleagues and ensures resources are being used effectively. Maintains required department confidentiality and abides by HIPPA regulations.
- Provides competent patient care to the above patient populations by obtaining and appropriately interpreting data, making appropriate decisions based on demonstrated knowledge of age-specific growth and development, and appropriately adapting procedures and treatments.
- Takes an active role in enhancing ability to carry out job functions through personal and professional/job-related growth and development and participates in departmental education programs
- Proactively identifies safety concerns surrounding the work environment and works within appropriate directive for improvement

RN MDS Coordinator

MercyOne North Iowa - Mason City, IA

July 2002 to Present

MDS Nurse. One of the primary responsibilities of an MDS nurse is conducting patient assessments in accordance with federally mandated guidelines through the RAI process. These assessments examine patients' physical status, cognition, and mental well-being focusing on indicators that can predict patient risk.

After conducting risk assessment procedures, the MDS nurse works with internal and external providers to develop patient care plans. The MDS nurse ensures that patients have access to the resources and professionals that they need, and that care plans follow federally mandated guidelines for SNF and long-term care facilities. I oversee 22 Medicare and Medicaid Certified beds through the MDS process along with private insurances that may determine their reimbursement schedules.

SNF financial reimbursement is drive from the data collected to complete the MDS. Each admission is evaluated immediately to determine the best assessment period to capture appropriate reimbursement. This position interacts daily and frequently with the Interdisciplinary Team that includes therapy, social workers, providers, administration, and charge nurses. I participate in our daily morning meeting, weekly Medicare and discharge planning meeting, run Care Conferences weekly with our social worker, patients, and families. Care Conference issues are addressed for problem solving and education specific to each patient. My responsibilities spread my time between team obligations, patient interviews and assessments, families, and managing my time highly independently. This role also provides IDT and staff education for new or changing regulations and documentation.

- Collected and interpreted patient data
- Formulated and evaluated health care plans
- Facilitated the plan of care
- Delivered patient education
- Worked directly with social workers, patient and physicians, therapists, and pharmacists
- Utilize and comfortable with new and changing software.

- Provide staff education.
- Complete work timely per CMS regulations.
- Part of a deficiency free facility for three annual survey's.
- Monitor and work toward improvements of QM's.
- Participate and contribute data for QAPI.
- Interacted with multiple insurance companies for ongoing coverage for SNF services for our patients.
- Patient advocate.

MDS Coordinator, Charge Nurse and Staff Nurse

MercyOne North Iowa - Mason City, IA

July 2002 to Present

- > Assessment and coordinator of patient care, unit, and staffing.
- > Complete admission and discharge processes for both roles.
- > Monitor for changes in condition and implement interventions as appropriate.
- > Work within my scope of practice, policies, and best practice standards.
- > Communicate are multi-levels between providers, co-workers, patients, and families.
- > Highly effective written communication.
- > Engaged, respectful, and mindful of cultural diversity and needs.
- > Efficient, timely, and organized.
- > Seek out knowledge and assistance when needed or concerned. I'm experienced, but not all knowing.
- > Flexible. Fill in when things are rough or pick up shifts when I'm interested. Floated as needed to acute care settings.
- > Part of our hospital's EMR transition for educator of two units on using the system and standard of documentation, Super User, and participated on the Informatic's Counsel. Continues to be part of the initial unit staff members to be involved in our EMR transition next year specific to my MDS RN role.

Education

Associate in Nursing. ADN obtained.

North Iowa Area Community College - Mason City, IA

August 1994 to May 1996

Associate in AA degree

North Iowa Area Community College - Mason City, IA

May 1994 to August 1994

Nursing Licenses

RN

Expires: January 2021

State: IA

Skills

- Staff Nurse (10+ years)
- Attention to Detail (10+ years)

- Computer Skills (10+ years)
- Discharge Planning (10+ years)
- Nursing Experience (10+ years)
- Organizational Skills (10+ years)
- Quality Assurance (10+ years)
- Time Management (10+ years)
- Vital Signs Experience (10+ years)
- Effective Communication (10+ years)
- Writing Skills (10+ years)
- Written Communication (10+ years)
- Teaching (10+ years)
- Monitoring (10+ years)
- Cerner (10+ years)
- HealthMedx -Vision (5 years)
- Casamba (4 years)
- Dart Chart (5 years)
- Medication Administration (10+ years)
- PDPM (Less than 1 year)
- MDS (10+ years)
- RN
- EMR Systems
- Hospital Experience
- Infection Control Training
- ICD-10
- Case Management
- Medical Records
- Managed Care
- Supervising Experience
- Patient Care
- Documentation review
- Office experience
- Customer service
- Data collection
- EHR systems

Certifications and Licenses

RAC-CT

September 2014

Assessments

Electronic Medical Records: Best Practices — Highly Proficient

February 2020

Knowledge of EHR data, associated privacy regulations, and best practices for EHR use

Full results: [Highly Proficient](#)

Nursing Skills: Clinical Judgment — Expert

February 2020

Assessing a patient's condition and implementing the appropriate medical intervention.

Full results: [Expert](#)

Indeed Assessments provides skills tests that are not indicative of a license or certification, or continued development in any professional field.

Additional Information

I was working on my BSN through the University of Texas at Arlington. This was delayed due to three unexpected family deaths in a few months and have not yet resumed. Want to fund further independently.