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Stay little longer with me

Free lodging is provided for cancer patients and caregivers traveling far from home for outpatient medical care related to the patient's cancer diagnosis. All lodging requests must begin with a referral from the patient's treatment facility located near the Hope Lodge community. Potential guests should coordinate a request through their treatment facility doctor or social worker. Rooms are available on a first-referred, first-served basis. Patients staying at a Hope Lodge must be in active cancer treatment, and permanently reside more than 40 miles or one hour away from their cancer treatment center. Each patient must be accompanied by a caregiver. Being a Hope Lodge guest is a courtesy extended at the sole discretion of the American Cancer Society. All individuals who meet Hope Lodge eligibility requirements will be welcome regardless of race, creed, citizenship, disability, gender, color, ethnic heritage, veteran status, economic status, or sexual orientation. Each Hope Lodge community provides the essentials needed during your stay: towels, blankets, sheets, pillows, laundry detergent, toilet paper, cleaning supplies, hair dryers, etc. You should plan to bring: Your food selections (you will have your own kitchen storage space, designated refrigerator/freezer space, and prep space) Personal products (shampoo, razors, clothing, medications, etc.) Your favorite comfort items from home such as pillows and books What time can I check in? Check-in hours are normally noon to 8 p.m., but those details can be determined once Hope Lodge staff speak with guests to confirm their stay. May I have visitors? Visitors are welcome and encouraged during your stay at the Hope Lodge facility. All visitors must sign in at the front desk, wear a visitor's badge, and stay in designated public/visiting areas. Hope Lodge staff will speak with you about specific visiting hours. How many guests can stay in the guest rooms? The patient and one caregiver may stay in the room. More than two people per guest room is not permitted. Can my caregiver stay at the Hope Lodge community if I am in the hospital? If a patient is admitted to the hospital during their stay at the Hope Lodge facility, the guest's room will be held for a limited time and the caregiver's stay may be extended. The situation will be assessed and discussed with the caregiver as needed. Since our priority is providing access to care for as many outpatient guests as possible, the caregiver will need to vacate the guest room if there are other eligible patients needing the room. Can my child stay with me? Children under the age of 18 are not allowed to stay in the facility. However, they are welcome to visit during visiting hours. Is transportation available to the cancer treatment facilities? Transportation may be provided by this Hope Lodge community or nearby treatment facilities. Hope Lodge staff will speak with you about specific options available at this location. Is storage for my food available? Each guest has a designated kitchen storage area, as well as designated refrigerator/freezer spaces. Food must be stored, cooked, and consumed in the kitchen and dining room areas. Food and beverages, other than water, are not allowed in the guest rooms. May I receive mail or packages at the Hope Lodge facility? All Hope Lodge guests are welcome to receive mail and packages. Packages left at the front desk for guests will be kept in a secure location. The exception to this process is medication and medical equipment deliveries. Hope Lodge guests must accept and sign for their own medication and must arrange for medical equipment deliveries and pickups at the end of their stay. Are there phones in the guest rooms? There is a phone in each guest room, and all local calls are free. If you need to make long-distance calls, please bring a phone card or a cell phone with you. How long can I stay at the Hope Lodge community? All referrals from the treatment center must provide both an estimated treatment start date and end date. Eligible patients and caregivers may be admitted up to 24 hours prior to the initiation of treatment and must leave no more than 24 hours after treatment is completed. If a hospital extends the patient's treatment schedule beyond the date on the initial referral, a new referral needs to be submitted at least 5 days before the initial end date. Hope Lodge staff will try to accommodate the extended request; however, new guests with confirmed stays or guests on a wait-list will receive priority. Does the Hope Lodge community have wireless capabilities? Yes, there is wireless access available for guests. Are meals provided at the Hope Lodge facility? Guests are responsible for supplying and preparing their own food. However, thanks to the generosity of many local community groups, religious organizations, and friends of the Hope Lodge community, dinners are often prepared and provided during the week for guests and caregivers. Is there a charge to stay at the Hope Lodge community? No. The Hope Lodge facility provides free lodging to patients and caregivers, thanks to donations from generous individuals, organizations, and corporations to the American Cancer Society. Is maid service provided? Daily room cleaning is not available to guests. Guests are responsible for the upkeep of their room and kitchen/dining cleanup during their stay at the facility. Cleaning supplies are provided. Are there laundry facilities? Yes, and guests are responsible for all personal laundry, including towels and bedding (which are provided). Laundry supplies are also provided. Are there social activities at the Hope Lodge community? Yes, various social activities are scheduled during the week/month. Examples could include bingo, cooking classes, holiday events, and dinners sponsored by generous volunteers and local organizations. If you have rheumatoid arthritis, there are promising new treatments that may add years to your life. But there are also simple lifestyle changes that will improve your health and increase your chances of living longer. People with a rheumatoid arthritis diagnosis are at greater risk for other debilitating diseases such as heart attack, stroke, and osteoporosis, says Stacy Ardoin, MD, MSH, a rheumatologist at Ohio State University. So try these tips for staying healthy and improving your rheumatoid arthritis prognosis at the same time.If you don't get enough sleep, the hormones responsible for hunger (leptin) and fullness (ghrelin) can get out of balance, causing you to eat more and gain weight. Weight gain can make the pain and inflammation from rheumatoid arthritis worse. Sleep also regulates the release of the hormone cortisol. Cortisol stimulates cells that boost the immune system. A strong immune system helps you defend against colds and other illnesses — complications you won't want to deal with when you're already handling a rheumatoid arthritis diagnosis.Suggesting you lift weights if you have sore joints may sound like a bad idea. However, research from Great Britain shows that strength training has many long-term benefits for people with rheumatoid arthritis. It's best if you work with a qualified trainer, especially when first starting a strength-training program as part of your rheumatoid arthritis treatment. You might begin with weight machines and progress to dumbbells. For maintenance, you might consider resistance bands. Fit strength training into your schedule for a half hour two to three times a week for a better rheumatoid arthritis prognosis."Not smoking is really important for several reasons," Ardoin says. Smoking can increase your risk of heart disease and lung diseases including cancer. Also, a recent Swedish study has found that patients with early rheumatoid arthritis who smoke are less likely to respond to their rheumatoid arthritis treatment. "Knowing that if you smoke, you may be less likely to respond to commonly prescribed rheumatoid arthritis medications (such as methotrexate and TNF inhibitors) should encourage you to quit," Ardoin says. "Sometimes, when people have a rheumatoid arthritis diagnosis, they forget about the usual things that help them stay healthy," Ardoin says. To add years to your life and improve your rheumatoid arthritis prognosis, take the time to get a flu shot, pneumonia vaccine, and other immunizations as necessary. Follow recommendations for your age group for cancer screenings, such as mammograms and colonoscopies. Check your cholesterol and blood sugar and take all medications your doctor has given you as prescribed, both those for rheumatoid arthritis and any other health conditions.Taking care of your teeth and gums can improve your longevity, too. Brush and floss regularly to keep bacteria from dental plaque from building up and entering your bloodstream where it could block blood vessels and cause heart disease, a condition you don't want to add to your rheumatoid arthritis diagnosis. Researchers have found links between oral bacteria and a number of potentially deadly health issues, including stroke and diabetes. To protect yourself from other conditions when managing rheumatoid arthritis, be sure to get regular dental check-ups and cleanings.Being overweight can put additional stress on your joints — not what you need when you're undergoing rheumatoid arthritis treatment. Being overweight also can mean your heart has to work harder to pump blood, putting you at risk for a heart attack or stroke. One of the best ways to maintain a healthy weight is to eat a low-fat, high-fiber diet and exercise regularly. A rheumatoid arthritis workout plan can safely include three types of exercises: stretching, strengthening, and cardiovascular conditioning, such as walking or swimming.Laughter is truly good medicine for people with rheumatoid arthritis. Laughing can help you relax muscles and reduce the stress of a rheumatoid arthritis diagnosis. It can also relieve pain and strengthen your immune system, an important goal of rheumatoid arthritis treatment. So read a book of jokes, watch your favorite sitcom on TV, or rent a funny movie. You also could try laughter yoga, which uses guided breathing exercises and playful activities to make you laugh.If you take certain medications as part of your rheumatoid arthritis treatment, including non-steroidal anti-inflammatory drugs, you may be more sensitive to the sun. When you're outside, take care to prevent the sun's harmful rays from reaching your skin and causing skin cancer. For better health in general and a better rheumatoid arthritis prognosis, always wear sunglasses, a hat, and sunscreen if you're going to be in the sun for more than 15 or 20 minutes. Choose a sunscreen that blocks both UVA and UVB rays and reapply as often as necessary. "You cheated! You lied! You said that you loved me!" The Shangri-LasIf your Company was proactive during the last 2 years, most of "The Others" (Employees who should never have been hired in the first place), the "Temporary Employees" (Employees who had the potential to become Core Employees) and some of the Core Employees (Employees who can take the Company to the next level of productivity & profitability) are gone. At this point in the slow growth economy, you definitely don't want to lose any more of your talent, so you need to determine whether your Core Employees are thinking about leaving and, if so, what you can do to stop them One point of view, expressed in the 2010 Global Workforce Study, is that Employees are more committed to their Employer because they want workplace job security and stability above all else. Some of the Study's findings to support this viewpoint are:• 81% of respondents said they are not actively looking for another job. • 84% believe there will not be any positive near change in the job market. • 86% stated a "secure and stable position" was the most important job item. Another point of view is that Employees are so unhappy with their current jobs, there will a mass exodus once the market stabilize. In support of this view, in February the Bureau of Labor Statistics reported the number of Employees voluntarily quitting surpassed the number being fired or discharged for the first time since October 2008.So which viewpoint is right? In my opinion, Employees are committed to finding a new job within the next 12 months because:• Core Employees know The Truth & they are not happy: The title of The Shangri-Las song at the top of this page reflects how Employees feel because of their treatment over the last 20 months. The deep layoffs, drastic wage/benefit reductions and increased workload (by some estimates 8 out of 10 employees workload has increased) eliminated any hope that Employers would/could protect Core Employees from the downside of the WorkQuake™. Core Employees now know their Employer views them as expendable. This harsh realization has made Core Employees angry, disillusioned and distrustful of their Employers—and ready to leave. • Low Loyalty: 2009 survey says: 60% of Employees will leave their current job when a better job opportunity presents itself. • More jobs & Employees are not as afraid: There are more job opportunities as Companies begin to hire to accommodate an increase in business. This increase in hiring is eliminating the "fear factor" that inhibited Employees from switching jobs during the last 2 years. • Employees are disengaged: According to a 2009 Conference Board survey, only 51% of Employees are engaged in their work. • Employees are not happy with their wages: According to the same 2009 Conference Board survey, only 35% of Employees are satisfied with their wages.But even if I'm right and a chunk of your Core Employees are getting ready to walk out your door, why should you worry about turnover when there is a huge reservoir of Employees (8.5 million) looking for work? Two reasons:1. The loss of Core Employees will devastate your Company's future: Your Core Employees are the good performers, your talent, your bench strength – the ones who can take the Company to the next level. They will not be easy to replace and, in some instances, may be irreplaceable. And they are going to go to work for your competition. Do you really want your best and brightest working for an organization that is trying to put you out of business?2. The cost of replacing a Core Employee: It typically costs half of the position's annual salary to recruit a replacement for a Core Employee's position. And then, if they really turn out to be a good cultural fit (every new hire, how carefully vetted, is still an unknown quality until they are in the trenches with your team and producing), and there is the ramp up period (at least 90 days) before they actually become productive. Can you really afford the cost of replacing your Core Employees?The Bottom Line: So, if you believe your Core Employees are even humming "You cheated! You lied! You said that you loved me!" or may be thinking about "50 Ways to Leave Your Lover" then what are you going to do about it? The answers will be in the next Bottom Line. Paul Glover Go to www.trainingeverydayleaders.com for more information about Employee Retention in the Time of the WorkQuake™.

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