

# **PATRICE C. MOORE RN, BSN, MSN, ARNP**

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## **WORK EXPERIENCE:**

### **The Watershed Group, Inc.**

#### **President and Founder**

With advanced degrees in nursing, strong clinical skills, executive leadership/operations experience I am unique in the US with this combination of credentials offering consulting, executive coaching, executive recruiting and professional speaking, working with multiple healthcare agencies across the USA; sample work includes:

- Strategic planning with Boards of Directors and leadership teams
- Operational reviews of organizations identifying strengths and weaknesses with plan development
- Culture change within organizations
- Feasibility studies for hospice house facilities and new programs
- Growth strategies for organizations
- Executive coaching
- Recruiting for executive positions
- Development of infrastructure
- Certificate of Need applications
- Training programs for leadership teams
- Keynote speeches and breakout workshops
- ***Predictive Index*** Talent Management provider

### **Hospice of North Central Florida**

#### **Gainesville, Florida**

#### **Executive Director**

HNCF was one of the largest, financially sound hospices in the US, serving 11 Counties in north central Florida (an area the size of Massachusetts); sample accomplishments include:

- Significant growth: from 3 FTE's to 230 FTE's and Budget from \$40,000 to \$12 Million
- Expansion into rural areas with 4 satellite offices operating independently
- Successfully transitioned a free service into a state licensed, Medicare certified organization
- Developed infrastructure and operating systems for expansion

- Established fund development department
- Developed strong mission driven leadership teams
- Put together a team of experts to conceive, design, plan and operate an 18 bed, hospice house with attached administrative offices totaling 34,000 square feet
- Led a Capital Campaign effort to raise \$4 Million for the hospice house facility
- Offered extraordinary hospice care to patients regardless of their ability to pay, diagnosis, place of residence or caregiver status in a time when other programs had restrictions on admission
- Developed state of the art volunteer trainings and programs resulting in > 450 volunteers participating in a variety of settings
- Offered Comprehensive hospice care for all ages, all diagnosis, all settings with creative arts programs, multiple volunteer opportunities, expansive bereavement programs
- Established internships for medical and nursing students from the University of Florida
- Consistently offered a work setting with built-in support, internal promotion, flexible schedules, where all staff were passionate about their work, respected/ trusted one another and had fun

### **North Central Florida Retirement Village**

Gainesville, Florida

Acting COO: Temporary assignment while Executive Director of HNCF; leadership of a multi-level retirement community with 250 independent living apartments and a 50-bed ACLF (Adult Congregate Living Facility)

- Brought stability to the staff following executive management change
- Established strong relationships with residents to ensure their voices were heard
- Brought the team approach concept to care for residents rather than hierarchical approach

### **Joint Commission on Accreditation of Healthcare Organizations (JCAHO)**

Chicago, Illinois

Hospice Consultant/Surveyor/Educator: worked part time while Executive Director of HNCF

- Selected to be 1 of 12 national hospice surveyors
- Surveyed hospital based and freestanding hospices across the US as part of the JCAHO consulting/survey team
- Presented positive and negative findings to hospital executive leadership teams/ boards of directors
- Taught Quality Assurance programs as part of the JCAHO education/training department

### **University of Florida Student Health Service**

Gainesville, Florida,

Advanced Registered Nurse Practitioner: worked as Nurse Practitioner with physician partners offering assessments, diagnosis and treatment to students

**University of Florida Department of Cardiology**

Gainesville, Florida,  
Research Nurse

**James E. Carley, M.D.**

Ormond Beach, Florida,  
Cardiac Nurse Clinician

**Halifax Hospital Medical Center**

Daytona Beach, Florida,  
In-service Instructor and Staff Nurse

**EDUCATION:**

**University of Florida, Gainesville, Florida**

Master of Science, Nursing  
Gerontology Certificate

**University of Florida, Gainesville, Florida**

Bachelor of Science, Nursing  
President's Honor Roll  
College of Nursing scholarship

**Daytona Beach Community College, Daytona Beach, Florida**

Associate of Arts  
Dean's List  
Who's Who in American Junior Colleges  
Cheerleading Scholarship

**RESEARCH and PUBLICATIONS:**

Master's Thesis: "Early Life Experiences and Exercise Participation Over The Age of 55," University of Florida

Home Care Advances: Essential Research and Policy Issues.

"Hospice: End of Life Care at Home" Chapter 5

Editors: Robert H. Binstock, PhD and Leighton I. Cluff, MD.

Springer Publishing Company

# **How Goes It With Your Soul: Simple Truths to Live By. 2001; Jackson & Stephens Press**

## **PROFESSIONAL AFFILIATIONS:**

### **National Hospice Organization:**

Standards Committee, Member  
Rural Hospice Initiative, Member  
Managed Care Committee, Member  
Large Hospices Interest Network, Chairman

### **Florida Hospices and Palliative Care, Inc:**

President  
Vice President  
Board member  
Chair of Best Practices Committee

### **National Hospice Work Group**

Founding Member  
Nominating committee

### **National Speakers Association**

Member

### **International Coaching Federation**

Member

## **COMMUNITY AFFILIATIONS:**

United Way Campaign Chair for SantaFe Health Care  
Junior League of Gainesville, Florida  
Rotary Club of Gainesville, Florida  
Mentor for at risk high school students  
University of Florida, College of Medicine  
Curriculum Committee member  
Women's Giving Circle of Gainesville Community Federation

## **PROFESSIONAL PRESENTATION TOPIC SUMMARY:**

"Hospice and End of Life Care"; multiple sites  
"Rural Hospice at Work from Alaska to Florida"; National Hospice Organization Meeting and Symposium, Seattle, Washington  
"Psychological Aspects of Cancer Nursing"; American Cancer Society Statewide Cancer Conference for Nursing Students, Jacksonville, Florida  
"Developing a Quality Assurance Program and Program Accreditation"; JCAHO, Multiple presentations to local, state, and national groups on Hospice  
"Managed Care and Hospice"; NHO Management Conference, Washington, DC; Asheville, N.C.  
"Time to Care...for the Care Giver," Department of Elder Affairs, Florida  
"Hero's in our Midst"; Alzheimer's Resource Center; Florida Department of Elder Affairs, Florida

"Predicting Success" Management & Leadership Conference, NHPCO  
Washington DC

**HONORS:**

Outstanding Young Women of America

Who's Who in American Nursing;

Sigma Theta Tau, Honorary Academic Nursing Society