

Action Pact, Inc.

<http://www.culturechangenow.com>

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Cookin' Up Person-Centered Fun

A Learning Circle discussion evolves into planning a barbeque for the community.

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The difference between the institutional way of doing things and the Household Model is how the ways of doing things come to be.

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Cookin' Up Person-Centered Fun

<http://lssliving.org/communities/heisinger-bluffs/>

Staff and residents at Heisinger Bluff's in Jefferson City, Missouri are starting to see the benefits of using community circles. After learning about community circles in their PersonFirst® training in April, staff initiated a weekly community circle in their neighborhood called Sarah's Place. Residents are excited for circles on Wednesdays and the conversation that ensues has already brought new life to the home. Residents are reaching out to each other as they learn things they never new about the people who live in their community. In one recent circle, a resident who had been a cook in the army was complaining about the meat served at meals. This discussion evolved into a planning a barbeque for the community. After a therapy session the day of the barbeque, Mr. Army Cook wasn't sure he could attend because his legs were hurting. But with staff's encouragement, he made his way to the grill, where he and a friend cooked the meat themselves, beer in hand. The pain was forgotten and staff reported that they could see the Army Cook as he stood next to the grill and charcoal smoke filled the air. Residents and staff had a wonderful time and a splendid meal, including home-made potato salad brought in by a resident's daughter.

The Heisinger Bluff's staff is happy to be able to make these types of opportunities happen. Assisting in creating an experience that is truly what the residents want makes all the hard work they have been putting into their culture change journey worth it. "When we are excited because we can do something that's meaningful, it's a whole different job. And those are the things that make a difference," said one staff member.

CHECK OUT: "SOFTEN the Assessment Process"

Create a more pleasurable experience for residents and staff, get better and more complete information and begin to build relationships and trust for future interactions.

There are better ways to welcome residents and give them hope for their new life in our home while getting to know them and fulfilling assessment requirements. This video and workbook package will show you how.

Carmen Bowman and Christine Krugh, both with extensive nursing home and culture change experience, present new ways to soften the assessment process to a group of nursing home staff from various disciplines. The video follows staff members as they take what they've learned, put it to use with a new resident and share their experience with their coworkers. The workbook further breaks down the softening techniques for practical use in your home. Trade in the institutional and invasive assessment practices for a softer, more person-centered way today!

SEE IT AT: <http://www.culturechangenow.com/kit-sap.html>



Training Calendar

Food for Thought

June 30, Windsor Meade of Williamsburg, VA
 Sept. 16, Laclede Groves, St. Louis, MO
 Oct. 20, Oklahoma Methodist Manor, Tulsa, OK

Unlocking the Life Within

Sept. 30, Croasdaile Village, Durham, NC
 Dec. 2, Breeze Park, St. Charles, MO

CHOREOGRAPHY OF CHANGE

June 20-25 - Milwaukee, WI
 September 19-24 - Milwaukee, WI

LIFE HAPPENS IN THE KITCHEN

June 20-24 - Milwaukee, WI
 September 19-23 - Milwaukee, WI

Both Choreography and Life Happens in the Kitchen include extensive visits to Households.

For more information about these workshops or to register go to:

<http://www.culturechangenow.com> or call our office: 414-258-3649.

Household Staff Makes It Work

Conversations with Carmen DON'T MISS THIS June 18th WEBINAR!

Topic: Dementia Beyond Drugs - Changing the Culture of Care

Guest: Dr. Al Powers, MD, Board-certified Internist, Geriatrician, Nursing Home Practitioner, Eden Alternative Mentor/Educator

<http://www.meadowlark.org/>

It is natural to have a certain way of doing things in our homes and households – where we leave our shoes, whose job it is to take out the garbage, and how we do laundry. Those sorts of systems naturally arise in maintaining a household. The difference between the institutional way of doing things and the Household Model is how the ways of doing things come to be. In an institution, someone far removed from the elders' daily life and the work that surrounds it decides on a system that is "best for everyone", usually without ever being involved in that system. In the Household Model, however, as in our own houses, we do something, realize it works pretty well and end up sticking with it and asking others in the house to do the same.

A recent example of this organic process comes out of the households in Meadowlark Hills in Manhattan, KS. There, a couple of CNAs have put a new laundry system into their policies and procedures. Now each elder has a single staff member responsible for all off his or her laundry. "Not that we don't do things like this," said Willie Novotny, Executive Leader of the campus, "but this is the first time its been systematized with policies and procedures start to finish by direct care workers so that it sticks."

They are working toward a similar system in which a single direct care worker be the single point contact for all elder needs - shopping, appointments, care plans, communication with family, housekeeping, etc. The beautiful thing about this work by household, frontline staff is that it not only shows strong leadership skills and household ownership, but it proves that things can be done in households that are person-centered, naturally-occurring *and* efficient.

Board-certified internist, geriatrician, nursing home practitioner, Eden Alternative™ Educator and musician Dr. Al Powers has recently contributed greatly to the culture change movement with his new book *Dementia Beyond Drugs: Changing the Culture of Care*. We are hoping this book will become a manual for physicians, nurses, social workers, administrators, students and anyone on the quest to create a relationship-rich and psychotropic drug-less culture especially for those living with dementia. During this conversation, Dr. Powers will explain how to move away from the institutional model - viewing individuals as patients defined by their dementia and using prescribed medications to control their "troublesome" behaviors - to what he calls an experiential model of care "dementia beyond drugs" in which many people formerly sedated "awaken" from what Dr. Powers describes as their "calmatose" state with remarkable outcomes.

*The hour-long Conversations with Carmen webcast is an educational talk show where you can join in the conversation by asking questions of Carmen and her guests. Webcasts are held the **third Friday of every month at noon Mountain time (11am Pacific, 1 pm Central, 2pm Eastern)**. Certificates of participation will be available to participants as well as handouts for each show.*

The \$99 fee is per site, so get as many folks as you can together and be ready to be inspired and informed! For more info: <http://www.culturechangenow.com/webinar-carmen.html> or call our office: 414-258-3649.

Photo Contest Housekeeping

We're finishing up our latest workbook, *You Hold the Key to a Vibrant Daily Home Life*, for which many of you submitted wonderful photos of elders living vibrant lives. If you submitted a photo or photos and have not received your copy of the *Living Life to the Fullest* workbook, please send me an email with your address so we can get one out to you. steph@actionpact.com



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