

Action Pact, Inc.

www. Culturechangenow.com

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What's Cookin'?

with Linda Bump MPH, RD, LD

Free resources and training materials are just a click away!

Did you know the Action Pact website offers free downloads of materials to get your team moving and learning? Instructions for the learning circle, help finding non-caregivers' roles in culture change, techniques for embracing change, a new spin on meetings and many more tools to help spread culture change in your facility. These mini training, discussion and self-improvement aids, taken from our Ask Pact column and Culture Change in Practice blog, can be used by beginners of the movement as well as those already operating in the Household Model. New pieces are added often. You need not register and there are no strings attached so visit the free downloads link < http://www.actionpact.com/free_resources.html > and share the print outs with your team today!

Meals Up Close and Personal

Advice to young housewives once suggested that should the wife find herself a little behind in chores so that she hadn't had time to prepare dinner by the time her husband was due home, she should at least fry some onions in butter so that her husband would have a pleasing aroma greet him when he walked through the door after a hard day's work.

While the advice may be dated, the idea that experiencing food cooking gives us comfort and joy is something we all can relate to – that it is a way we can tell people we care. This is why culture change works to move as much food preparation as close as possible to the residents. There are many ways to accomplish this and opportunities at all levels of culture change.

The benefits of cooking to order can be available, to some degree of frequency (depending on local regulation and fire code) to residents of facilities in most stages of culture change. A common choice is to offer eggs, waffles or pancakes cooked at a station to order in the dining room. The aroma, choice, interaction with the chef, sights and sounds, just the fun involved, can stimulate the resident's appetite and involvement with

dining, resulting in the desirable outcome of increased intake and desirable nutritional outcomes. Cookouts, baking activities, guest chefs from local restaurants and food from a resident garden or fishing or hunting trip are just a few of the ways facilities have involved elders in food preparation. (Of course, check your state's regulations.) Steam tables or buffet lines are a great way for residents to see and select which foods they'd like for a meal. The ultimate situation would be to have most food prepared in the household kitchen with residents helping when they can.

Taking the concept of "close to the resident" one step further, don't forget the importance of access to food 24/7. Have you ever been alone in a strange hotel in a strange city and found yourself thirsty at mid afternoon or hungry at midnight? What to do? For our residents, the answer is refrigerator rights, either in a shared refrigerator in their living unit, or better yet, their own refrigerator in their own room.

Each comes with a need for increased awareness of sanitation/food safety and regulatory compliance, but the rewards are well worth the little bit of extra effort. These "shared" or "in-room" refrigerators both

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Nice to Know Your Neighbors

The staff at Meadowlark Hills in Manhattan, Ks are working in competency circles to help develop essential culture change skills and ideas in the organization (for more on competency circles go to: < <http://www.actionpact.com/pdf/ccp-circles.pdf> >). The PersonFirst™ circle members recently led a community circle in Collins Landing, a household for residents living with dementia. Laci Cornelison, the Household Coordinator of Collins Landing and a member of the PersonFirst™ competency circle, shares a great story of

community among elders.

"[In the community circle] we were all sharing a little about what we did or do for a living. As we went around the circle, we came to an individual who had a little trouble expressing what he did. The resident sitting next to him said, 'Well, he was an electrician and owned his own business.' The resident smiled and said, 'Yep.' Then of course it was the other resident's turn to share and he said, 'Well, I shared for him so who is going to share for me.' The group chimed in

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Cooking, continued

require compliance with state regulation and best practice:

- Food for meal service should never be co-mingled with resident personal food.
- A system for labeling and dating identical to best kitchen practice should be maintained.
- All foods should be kept covered in closed containers.
- Regular cleaning schedules should be maintained.
- Access should be care planned when needed (both encouraging and restricting, regarding each resident).

In most instances, the little extra work is well worth the reward.

The extra work: Include your families and trained volunteers. They are generally most willing and able to assume the extra tasks required to keep their resident happy. (But do be certain that a trained staff person maintains a quality audit system to assure compliance.)

The reward: Oreos and milk at 2 a.m.

,Milk toast at 9 p.m., Aunt Millie's apple pie as a mid afternoon treat. Even Tom's lasagna when the dinner menu just isn't appealing. All it takes is a properly maintained refrigerator and microwave, and a commitment to resident-centered care.

The Action Pact workbook: [Life Happens in the Kitchen](http://www.culturechangenow.com/wb-lhitk.html)

<<http://www.culturechangenow.com/wb-lhitk.html>> examines in detail the options mentioned above and many others. But when thinking about making dining a more enjoyable and satisfying experience for elders, it is key to think about your own dining preferences, in your own lives today, and then apply those same preferences to the residents in long-term care.

Linda Bump, a licensed administrator and dietitian, is the author of [Life Happens in the Kitchen](http://www.culturechangenow.com/wb-lhitk.html). She has lead major transformations to households as administrator and as operations director as well as guiding many others through her consultant role with Action Pact.

Share Your Stories

Stories help motivate, inspire and support those on culture change journeys. We love to hear about daily pleasures discovered, struggles overcome, home created and relationships developed. Please share your stories with us so that we may share them in this newsletter with others. Email them to steph@actionpact.com. You will be contacted before we publish them.

Neighbors, continued

because they knew the resident. He then said, 'Yah, I was a mail carrier. Rain, snow, sleet...who cares!' Then he laughed. It really proves that community circles work to develop relationships and build community even with residents with memory loss."

Who's Who In Culture Change

If you are involved in culture change, we want your story – not of your fantastic journey from institution to home, but of mishaps while traveling, out of the box hobbies, close encounters with other kinds or that experience that those who know you would be surprised to discover. We're hoping to expand Action Pact's Who's Who in Culture Change page (<<http://www.actionpact.com/whoswho.html>>). As added incentive to finally getting that story off your chest, we'll send a copy of our workbook Storytelling, Storylistening

(< <http://www.actionpact.com/wb-stsl.html> >) to anyone who can relay his or her story worthy of publishing. This should NOT be about culture change, but a story for getting acquainted and making connections. Check out those already posted on the Who's Who page for inspiration and the type of story we are looking for. Send your story along with your name, position and organization (and a photo if you have one) to Steph Kilen steph@actionpact.com

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What is a labyrinth? Journey of a Lifetime

In her upcoming book, "Journey of a Lifetime," Nancy Fox of the Eden Alternative™ uses the labyrinth as a metaphor for the culture change journey. It is a shared journey in which we reflectively journey to our inner selves and then return to the world with a deepened understanding of ourselves and our world.



Although the common definition of a labyrinth often is equated with that of a maze, many modern scholars make a distinction between labyrinths and mazes. Mazes are complex puzzles with choices to be made about which path or direction to take. Labyrinths, on the other hand, are considered to be a single path which folds in on itself in what at first appears to be complex ways, but actually results in a single, straightforward path.

The original labyrinth was a complex structure with many paths in Greek mythology built to trap the Minotaur on Crete, and could not easily be escaped from. However, the labyrinth as a single path has been a metaphor for journey

since its Christianization in the Middle Ages. At a time when pilgrimages to Jerusalem were a dangerous proposition for the world's Christians, the alternate practice which came to be, consisted of journeying to a European cathedral and symbolically traveling the path of a labyrinth at the cathedral while meditating or praying.

Visit our webstore at <http://www.culturechangenow.com> and watch for Nancy's book "Journey of a Lifetime: Leadership Pathways to Culture Change in Long-term Care" coming out in early April.

Action Pact Training Calendar

Upcoming Workshops

- **Choreography of Change** will be held June 10 - 16, - Oconomowoc, Wisconsin
- **Life Happens in the Household Kitchen** will be June 17 - 21 in Greensboro, NC
- **Tale of Transformation** workshops- June 27, 28, 29, at 3 locations in Tennessee TBA

Email michaele@actionpact.com for further information on these or to set up a Tale of Transformation workshop in your area.

