

Action Pact

<http://www.culturechangenow.com>

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Levindale Moves Into New Households

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New Households Delight Baltimore



Changing Communities. Changing Lives.

<http://www.lifebridgehealth.org/Levindale/Levindale2.aspx>

The folks at Levindale Hebrew Geriatric Center and Hospital in Baltimore, MD began moving into their new households in January and will continue moving 14 residents into each of six households every other week through March. All households offer Kosher food service and have two kitchens, one for dairy and one for meat. One household will be specifically Orthodox in every respect.

Sandy Parsowith is a household coordinator for one household and serves it and its neighboring house as the recreational therapist. She offers this account of the excitement of the move and the vitality growing in the households: Levindale opened its first two households on Jan. 10, 2012. Residents and family members were excited about moving to the new quarters.

One of the biggest changes is in dining. Residents dine on foods that are freshly cooked and baked in the household kitchens, the delicious aromas permeating the household. Residents are given a chance to give over some of their own recipes, offer suggestions and to help out in the kitchen. One of our residents, who helps out with food preparation said, "I love working in the kitchen," something she wouldn't have been able to do before.

Events often happen spontaneously. One afternoon, the staff took out the karaoke, hooked it up and residents began belting out songs with the staff. Another time, a family member starting doing Zumba with a Wii disc brought in by a staff member, and before you knew it, everyone was joining in.

Families love to visit with their loved ones in the households because it is such a warm and friendly environment. Besides the residents' private rooms, there are many cozy places to congregate, like the den or around the fireplace.

One of the households recently experienced a loss. The resident's family was able to spend her last days with her here and take comfort from the staff and residents who were close to her. After the funeral, a memorial was held in the household with staff, residents and family members. In addition, the household was able to provide the family with a place to sit shiva (Jewish mourning ritual) before they returned home.

The households are full of life and energy. Residents can be seen with staff and playing Bingo, cards or Wii, enjoying music together, or gathering around the fireplace. It truly is home.

Action Pact's Household Leadership Training March 13 - 15, 2012 High Point, NC

Prepare yourself to take a major facilitating role in shaping the future of long-term care.

We begin with the Essential Elements needed in the Household, move to the competencies required of staff who work there, and offer a variety of case problems to study together.

The training will take place in High Point, NC at Pennybyrn at Maryfield.

<http://www.pennybyrnatmaryfield.com/>

Pennybyrn is a nationally recognized leader and is a premier household organization. They feature outstanding examples of both newly-constructed and renovated households, and, as a result, is an ideal place for emerging household leaders to learn and grow. Study and immerse yourself in a practical environment where real results can be seen, understood and believed.

For more information about this workshop or to register go to:

<http://www.culturechangenow.com>

or call or write Marsha at:

414-258-3649

marsha.poulsen@actionpact.com

Lowdown at the Loo

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

The job of the High Involvement Action Team is to get everyone in the organization involved in the transformation process; to get them informed and excited about the changes happening in their community.

The High Involvement Team at Manor Park Retirement Community in Midland, TX (came up with a creative way to spread the word about culture change throughout their campus. They call it, "Lowdown at the Loo." Now, in each of the 50+ bathrooms on campus, you'll find a plastic sleeve in the stall or in front of the paper towel dispenser where the latest issue of "Lowdown at the Loo" is posted. As Manor Park begins to form neighborhoods from their four halls, it is a critical time to get folks excited and involved.

Sherice Barndt, a member of the High Involvement Team explains, "The team decided that if we covered all the bathrooms on the campus we could reach a variety of people - staff, residents and family. The team agreed we should limit the information so that it wasn't more than could be read in a typical bathroom visit. We chose three topics to address: *Highlighting Action Teams*, *Good News* from around the campus, and *What's in a Name* defining a term from the new culture change language." The first issue defined "loo," a British slang term for toilet.

A new issue has come out monthly for the last eight months and the team believes there has been a positive response from everyone involved. "It has generated interest and inspired questions for the Steering Team staff to address. Residents from Independent Living have become more curious and involved after reading the different issues of the 'Loo,'" Sherice says.

New Workshop helps answer...Can we afford the Household Model?

The Household Model is appealing to many for what it can offer those who live and work in long-term care organizations. But the question of "Can we afford it?" usually comes closely on the heels of the interest. **We're looking for a Household Model host organization for this new, and much needed workshop!**

Designed for the leaders of organizations, this workshop helps the participants begin to identify and think about its own unique variables - market demand, financial position, physical plant configuration, and operational objectives - all necessary to assess the affordability of the Household Model. During the highly interactive workshop, attendees will participate in assessing various case studies. Armed with the baseline information to open the conversation with their Boards, they will be better able to strategically sequence the critical pathways to transformation.

Presenter: Martin Dickmann is Executive VP, Planning and Financial Services of Action Pact Development. **If you are interested in hosting this workshop, please contact marsha.poulsen@actionpact.com or call Action Pact office at (414) 258-3649.**

Conversations with Carmen

Friday, February 17, 2012

TOPIC: New Dining Practice Standard: Diet Liberalization - Diabetic/Calorie Controlled, Low Sodium, Cardiac

The first show in a series covering each section of the New Dining Practice Standards

GUEST: Linda Handy, RD, Retired CA Surveyor, Author, Trainer, Creating Home II expert speaker, Member of Clinical Dining Standards Task Force

Linda Handy was invited as an expert to speak to the issues and write a paper for the Creating Home II symposium on food and dining in 2010 sponsored by CMS and the Pioneer Network. She then served on the subsequent Clinical Dining Standards Task Force that developed the new Dining Practice Standards released by the Pioneer Network in Sept. 2011. Hostess Carmen Bowman, who facilitated the symposium and task force under contract with CMS, will discuss with Linda the first section of the new standards in detail, including the research, current thinking and regulations used to back them.

*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. A closing feature called "Words to Consider" - takes a look at undignified language and dignified replacements to consider.*

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 Action Pact: (414) 258-3649.

WANTED: ADMINISTRATOR for Nursing Home in Rochester, MN

Household Model organizations rely on outstanding leadership and Samaritan Bethany - Rochester, MN is looking for just that in a nursing home administrator for their home serving 182 residents living in 14 newly constructed households. They are looking for a licensed administrator with 10+ years experience. Culture change experience (Household Model in particular) would be a welcome plus. Excellent relationship and problem solving skills a must. If you're ready to stretch your transformational leadership skills in a new endeavor, call 507-424-4034 or send your resume to hr@samaritanbethany.com.