

Action Pact

<http://www.culturechangenow.com>

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The Father's Day Fishing Adventure

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Linda Bump challenges us to really think through whether we give true choice, meaningful choice or token choice.

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The Father's Day Fishing Adventure

By Heather Watts, Homemaker in Wissler Run household, at Mennonite Home in Lancaster, PA.

On Friday, June 17, I was making evening rounds, visiting with residents and learning their life stories. Earlier I had talked with Kathy, whose father Stanley was very ill. With tear-filled eyes, she shared her fear of losing her father that very weekend. It broke my heart to think of losing your father on Father's Day weekend.

I quietly approached Stanley to see if he needed anything. We reminisced about his life in Pittsburgh, the Steelers and his favorite pastime, fishing. He told me how much he missed fishing and instantly my mind started generating ideas 100 miles per hour.

When Kathy and her husband returned, I shared our conversation and my idea to take Stan fishing in the creek behind Mennonite Home. Kathy was thrilled and thought that if Stan wanted to go fishing, that that would be wonderful.

We went to see Stan and his first comment was "I can't go fishing!" Kathy and I just looked at each other and laughed because we hadn't mentioned fishing yet. It was as if he read our minds. Then I told him about tomorrow's fishing trip and that I would take care of all the details.

At home, I told my husband, "I need the fishing rods." He laughed because I had never been fishing before. I was determined to learn because Stan had shared that he never went fishing with his daughter; this made it even more important. This adventure would fulfill Stan's dream and also make a wonderful memory for his family.

Our fishing adventure began as I shopped for bait, looking at the different types. The helpful girl at the register opened a container of huge fat worms and pulled one out to show me.

When I got to work, Stan was making motions with his hands as if he was reeling in a fish. I asked him if he was ready to go fishing and he looked confused - he thought I was kidding. "Get some rest. Everything we need is in my car," I told him.

Soon Kathy walked in with a huge smile on her face and said, "He is ready and he wants to go." We got him into a wheelchair and informed the nurse that Stan was going fishing. Stan's nephew and his wife from Pittsburgh and grandson and his wife from Philadelphia joined our adventure. I was grateful that Stan's family was allowing me to be a part of this day.

While Stan reminisced with his family, I chuckled to hear him saying, "I can't believe I am actually going fishing" and "Who would have ever thought this would be happening?"

We spent several hours by the creek that afternoon; the guys would bait the hooks, cast, and bring the rod to Stan. He had many bites but we weren't having any luck. Stan talked about how the creek reminded him of one he fished near his cabin, old fishing buddies, and his days in Pittsburgh. Finally, on the last worm, a fish took the bait. His family watched as Stan reeled in a sunfish. It was a proud moment.

To be a fisherman you need to be able to tell good fishing stories. Here is ours; "We caught a fish that was so big we would never have been able to eat it all, so we threw it back."

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Fall Calendar One-day workshops

Go to
www.culturechangenow.com
for more information

6 CEUs from NAB/NCERS for each

The New Face of Leadership

REGISTER NOW: The New Face of Leadership, Aug 30, Concordia Village **Springfield, IL** - Instructor: Vonda Hollingsworth - send five from your team and get a free DVD

The New Face of Leadership, Sept. 22 The Glen, **Shreveport, LA** - Instructor Vonda Hollingsworth - send five from your team and get a free DVD

The New Face of Leadership, Oct. 5, Laclede Groves, **St. Louis, MO** - Instructor Vonda Hollingsworth - send five from your team and get a free DVD

Creating Climate for Vibrant Living

REGISTER NOW: Vibrant Living - Sept 2, Levindale Hebrew Geriatric Center, **Baltimore, MD** - Instructor: Carmen Bowman - Take home a helpful workbook and great ideas.

Food For Thought

Food For Thought, Oct 26, Pineville, LA - Instructor Linda Bump - send five from your team and get a free DVD

Unlocking the Life Within

Oct. 20, Unlocking the Life Within - the Key to Elder Wellness - The Oaks - **Shreveport, LA** - Instructor Glenn Blacklock

Conversations with Carmen

I will always remember my first time fishing that wonderful Father's Day. Stan's family will look back on his time at the Mennonite Home and not be saddened, but filled with wonderful memories of their father, grandfather, uncle and my friend.

In loving memory of Stanley R. Allen, Jr., born February 27, 1926, died July 9, 2011.

A Redirected Purpose

The situation is a familiar one: a resident living with dementia calls out all day long demanding constant attention, despite staff's best efforts. It disturbs other residents and staff are at a loss because they have other residents to attend to. Resentment builds. What to do?

Such was the situation at Heartland Rehabilitation and Care Center in Benton, AR. While just settling into neighborhoods, staff has been 90 percent consistently staffed. One of the CNAs who has always shown person-centered care tendencies and was assigned to the resident's hall, took it upon himself to figure out a way to alleviate her stress and thus that of the other residents and staff. He built a strong relationship with the resident, DON Denise Chism said, by giving her extra time and attention, doing the ADLs in her room. He talked to her family and found out that at her former job she had made daily announcements. So now, most mornings the resident gets on the loud speaker and makes the daily announcements including weather and special events and activities taking place during the day. She has been involved in neighborhood meetings, picking out new furnishings for the redecoration and naming of the neighborhood. Now that her voice is heard, she's not calling out. She transformed from someone folks wanted to avoid to "a wonderfully pleasant lady," Denis said.

This is the most dramatic case at Heartland, but Denise said they are seeing more and more transformation of the residents as more and more folks are looking at new ways of trying to understand people's behavior and their needs.

Friday September 16, 2011

Register now at:

www.culturechangenow.com

Topic: Token Choice or True Choice?

Guest: Linda Bump, RD, LNHA, Pioneer Administrator in the Household Model

In this conversation, we will "pick the brain" of Linda Bump as a culture change pioneer dietician and administrator of one of the first household nursing homes. Linda has assisted many communities to bring about the deep organizational change needed to get to truly honoring a person's right to choice in one's own home. The requirements are there to honor resident preferences and choices in CMS' Tags F325 Nutrition and F242 "Choices;" research shows giving choice improves health; and we all enjoy making choices every day. As a leader in the movement, Linda is always the first to ask the personal questions that have become known as Bump's Law and to challenge us to really think through whether we give true choice, meaningful choice or token choice.

*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 our office: **414-258-3649**.

Action Pact's Makeover

Leadership has a new face. Nursing homes are being reframed, renewed and renovated. Tales of transformation are being told. So we thought it was time our own organization got a bit of a makeover as well. August marks the "big reveal" of our new logo and website.

On the new website, in addition to information about Action Pact and Action Pact Development services, you'll find:

- General information about culture change and the Household Model
- Stories from organizations across the country
- Free resources
- Consultant bios
- Our webstore full of helpful products
- A calendar of upcoming workshops and events

Come visit the site and let us show off our new look

www.actionpact.com or, as often called www.culturechangenow.com

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