

Action Pact, Inc.

<http://www.culturechangenow.com>

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Pets as Relationship and Home Builders

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High Involvement Right from the Start

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Co-Sponsor 2011 Action Pact workshops

Whether you are a provider or a Culture Change coalition, you can co-sponsor any (or all) of these one day workshops.

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Pets as Relationship and Home Builders

Therapy animals and visiting animals have made appearances in nursing homes for years, but something really special happens when animals actually live at the nursing home. In our homes, pets *hang out*. They come and go from rooms, they snuggle up when they want to be pet, they go off and do their odd little animal things. For many of us, their presence in this way has always been a part of daily life so that similar presence in the nursing home is a great comfort and a step in the direction of "normal."

When a pet lives at the nursing home residents and staff have a chance to build a relationship with it – and around it for that matter; staff and residents share a communal sense of ownership of the pet and always have a shared interest conversation starter.

Of course, some of these pets choose to make their own relationships. A while back, our own Culture Change Now Magazine Vol. 4 (<http://www.actionpact.com/mag-ish4.html>) featured a story about Mandy, a dog that had a special bond with one resident in particular.

More recently, Ollie the cat from Episcopal Church Home in St. Paul, MN was featured on the front page of the *St. Paul Star Tribune* daily newspaper. Episcopal Home has been operating in the household model for two years. Ollie is Gilbert House household's pet. Besides the usual companionship, Ollie has an uncanny knack for knowing when residents need him most. Read the story here: http://www.twincities.com/ci_16169206?nclink_check=1

Of course residents should be consulted about if they would like to have a pet in their home and arrangements need to be made with staff for its care. This link to the NHRegs site is helpful for checking Federal and State regulations regarding pets.

http://www.sph.umn.edu/hpm/nhregsPlus/category_face_pages/category_q

Culture Change Now! Magazine Volumes I & II Available for a Limited Time

We have some additional inventory of Culture Change Now! Volume 1 and 2 recently located, so they will be available again on our website for a limited time, while supplies last.

Check it out at www.culturechangenow.com while we still have them available!



Training Calendar

CHOREOGRAPHY OF CHANGE

Feb. 20-25 – Milwaukee, WI

LIFE HAPPENS IN THE KITCHEN

Feb 20-24, 2011-Milwaukee, WI

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

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

High Involvement Right From the Start

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

Because culture change is about the entire organization and especially the residents, it is important to have high involvement from all areas of the organization and the residents right from the start. Inglis House, a wheelchair community serving 297 people with quadriplegia in Philadelphia, PA, recently started their pre-feasibility analysis with Action Pact Development with a gathering of 43 residents, family members, front-line staff, managers and executives.

Prior to the gathering, they got the ball rolling with Town Hall meetings. Participants included 350 staff and 150 residents. The groups watched Action Pact's *Chances Are* DVD and then were asked for some initial feedback. After listening in these meetings, Inglis' Executive Leaders drew up a matrix of areas of the organization and group dynamic personality types such as natural leaders, connectors and skeptics as well as union members to make sure to get as broad of sampling of minds as possible. The Executive Leaders then thought about who could fill those places and approached staff and residents to be a part of the two-day meeting. At the meeting, folks were assigned to tables of seven people - a mix of personalities and positions in the organization.

Over the two days, the tables and the group as a whole had discussions about their frustrations with the institutional model under which they are currently operating and their hopes for the new home they want to create together. They worked through topics of physical design, dining, bathing, teamwork environment and person-centered care.

President and CEO Gavin Kerr knew in the exploring and planning process they would get "so much better outcomes with 43 people with 43 great brains," but was particularly impressed to see all staff and residents "contributing as full partners in both content and passion." He said the level of respect and intensity of the relationship between staff and residents was clear throughout the discussions. A colleague commented to him, "That's the first time I ever talked about love in a business meeting!"

Gavin has since heard from those who attended that they felt well listened to. The organization has the benefit of getting input from those who will live and work in whatever future systems they design together, thus giving them a greater chance at success. At the earliest stages of their journey, Gavin says there is a "sense of excited uncertainty, of hopefulness and healthy skepticism." Having taken that first step as a community, they now know they will take the journey as a community too.

Action Pact Development helps organizations work through the viability and possibilities for redesign into households.

Are you interested in Co-Sponsoring one of Action Pact's one-day workshops in 2011?

We're looking for co-sponsors for these exciting topics for 2011. Co sponsor one of our one-day workshops, or arrange the series to be given over the year.

***A Tale of Transformation
Food For Thought
Unlocking The Life Within: The Key to Elder Wellness: Accentuating the Positive
Honoring Personhood
Creating the Climate for Vibrant Living***

-If you are a provider organization that has a meeting space that seats at least 50 people at tables, and want to be a co-sponsor, [click here](#)

-If you are a Culture Change Coalition who would like to provide culture change education/training to your membership in your state or region, and have access to a meeting space that seats at least 50 people at tables, [click here](#)

To learn more information about the workshops, go to our website, www.actionpact.com/cosponsor.html

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