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## Homework between First and Second Learning Sessions Person Centered Care Special Study

### **Instructions:**

- ✓ Homework is meant to introduce concepts and conversations, to build cohesion and openness within your team. Having the conversations together is as important as the content in learning about how good, open relationships are the foundation for a successful change process.
- ✓ Complete the activities and accompanying numbered worksheets and discuss them together at a team meeting.
- ✓ You may use equivalent substitutes if this is material you've already covered and you collectively determine that there is no value in discussing it again now in the context of current activities. Choose content that will allow you to progress in your journey, from wherever you are, and that allows the conversation and exchange that the homework is intended to generate. Please share with us what you read or view instead so that we can share with others.

<b>Homework for</b>	<b>Nursing Home Leadership Teams</b>
<b>Dates</b>	Oct. 2004 – Jan. 2005
<b>Goals</b>	<ol style="list-style-type: none"><li>1. To strengthen relationships among the leadership and within each unit/department</li><li>2. To strengthen teamwork within and across departments</li><li>3. To open up a different level of conversation within the leadership team and within each department/unit</li><li>4. To begin to explore person centered care and to begin to see your nursing home with new eyes</li></ol>
<b>Team meetings</b>	Your nursing home leadership team should devote at least 30 minutes weekly to a discussion of the homework and worksheet, and decide which homework to do next
<b>By the end:</b>	Identify a starting point for work in this project

## Homework for Nursing Home Leadership Teams

	October – November ‘04	December ‘04	January ‘05
<p><u>Learning from each other:</u> Strengthening relationships, team building, and seeing with new eyes</p>	<ul style="list-style-type: none"> <li>✓ Debrief with leadership team about learning session (#1)</li> <li>✓ Have paired conversations at leadership team meeting:               <ul style="list-style-type: none"> <li>▪ What brought you into caregiving?</li> <li>▪ Biggest frustrations?</li> <li>▪ What makes it worth it?</li> </ul> </li> <li>✓ As a group, discuss Person-Directed care:               <ul style="list-style-type: none"> <li>▪ What have you learned from your efforts so far</li> <li>▪ Where do you go next?</li> </ul> </li> <li>✓ Each leadership team member to talk one-on-one with three people you supervise: (#2)               <ul style="list-style-type: none"> <li>▪ What brought you into caregiving?</li> <li>▪ Biggest frustrations?</li> <li>▪ What makes it worth it?</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>✓ In each unit/dept., discuss Person Centered Care: what have you learned so far and where do you see going next? At the next leadership team meeting, share what staff had to say. (#3)</li> <li>✓ At the leadership team meeting, conduct yourselves—or with QIO staff—the session covering home/homelessness, <i>Look At Me</i> and discussion of slides shown at QIO session. (#4)</li> <li>✓ Have leadership team begin to take pictures of your home to capture what supports home and what doesn’t, as well as where you see potential or need for action</li> </ul>	<ul style="list-style-type: none"> <li>✓ Continue taking pictures</li> <li>✓ In each unit or department, share home/homelessness exercise, including <i>Look At Me</i> and slides. Share responses with leadership team. (#5)</li> <li>✓ Review pictures at leadership meeting and discuss good starting points that: (#6)               <ul style="list-style-type: none"> <li>▪ Are easy to do and be successful at</li> <li>▪ Can involve people from throughout the building</li> <li>▪ Can have an immediate positive impact for a lot of people</li> <li>▪ Can be a building block to larger goals</li> </ul> </li> <li>✓ Review pictures in each unit or department and discuss potential starting points to bring back to leadership team (#7)</li> </ul>
<p><u>Learning from others: (#8)</u> Discuss each reading, video, visit as a group, using worksheets</p>	<p>Watch CMS video Explore these Web sites: <a href="http://www.Pioneernetwork.org">www.Pioneernetwork.org</a>, <a href="http://www.wellspringis.org">www.wellspringis.org</a>, <a href="http://www.edenalt.com/">http://www.edenalt.com/</a>, QIOSC.</p>	<p>Read articles by: Carter Williams, Helen Gossett, Wendy Lustbader, Charlene Boyd Visit a few homes with a changed culture, including ones in the project.</p>	<p>Read <i>The Leadership Challenge</i> by Kouzes and Posner; <i>Beyond Unloving Care</i> by Susan Eaton Continue visits to homes with a changed culture.</p>