

Title: **Group Exercise: Changing Culture**

Goal: The goal in this exercise is twofold—to give participants the opportunity to envision the possibility of a nursing home becoming “home” for the people who live there, and to help participants begin the process of change. Sometimes we have to be able to “see” something to know that it can be done.

Description: This is an interactive activity that uses real pictures to give a framework for environmental changes that support person-centered care.

Discussion: The pictures show a steady progression from a sterile, institutionalized look and feel to a feeling of comfort and home.

A picture is worth a thousand words!

1. Introduce the slides by letting the audience know that these are real nursing home pictures—and that we will look at them together.
2. After slide one, ask them what they see. As each slide is shown, ask them what they see that supports home, and what obstacles are present. After each section, ask them to break into small groups to talk about the process improvement strategies that can facilitate these changes. Be sure to talk about involving ALL staff as you make changes.

QUESTIONS:

- ❖ How important are our surroundings?
- ❖ How do we move from the “traditional” to the personal?
- ❖ What might be beginning steps?
- ❖ What supports “home” in these pictures?
- ❖ What obstacles do you see?
- ❖ What are the process improvement strategies that can facilitate these changes?

What is your vision of what could be?