

## Change Ideas

### PCC Learning Session 2 Homework #1

**Goal:** To investigate innovative practices with your nursing home partners and articulate change ideas to share with the broader community.

**Description:** In our work together, we have been given the charge to create change in nursing home culture that moves all involved parties—staff, family, residents, communities, and federal organizations—into a new way of thinking and relating. Examples of creative, innovative strategies exist all around the country and are becoming the new way of doing business in nursing homes. The QIO community is helping in this effort to bring about this change.

Our work calls us to move from old culture ideas—task oriented, schedule directed—to new culture ideas—resident, relationship-based—which are described in the change package. This involves an array of ideas, practical solutions, and creative person-centered planning to begin to bring about this type of change.

With our journey underway, and in preparation for Learning Session 3, we ask you to join us to begin to shape the future progress of nursing home culture change by collecting change ideas from the nursing homes you visit.

These ideas can range from simple solutions to very creative and complex organizational strategies. However big or small, these change ideas have helped to move the change process forward and will offer valuable lessons to those who journey after us.

As you hear, read, see, or experience these change ideas, we ask you to fill out the attached Change Ideas Worksheet. Culture change reformers are already acknowledging this tool as the missing link in helping others learn how to go about ushering in a culture of person-centered care.

Post to:  
[inhc-pcc@cfmc0010.vwh.net](mailto:inhc-pcc@cfmc0010.vwh.net)

## Change Ideas for:

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### **Typical issues and evidence of discordance**

(What is the difficulty with the current process?)

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### **Barriers**

(What could be causing the difficulty?)

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### **Goals**

(What are we trying to accomplish toward PCC?)

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### **Infrastructure helpful to support the change**

(What do we need to put in place to make these changes happen?)

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### **Measurement possibilities**

(What can we measure to show a change?)

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### **PDSA cycles**

(Provides ideas for using the Model for Improvement with this topic.)

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### **Questions to consider**

(What questions can we ask ourselves to open a dialogue on this subject?)

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### **Change ideas**

(What new ideas, systems, or procedures can we implement to bring this topic into PCC?)

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### **Resources**

(What other literature, video, or books can help us learn more about this?)

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