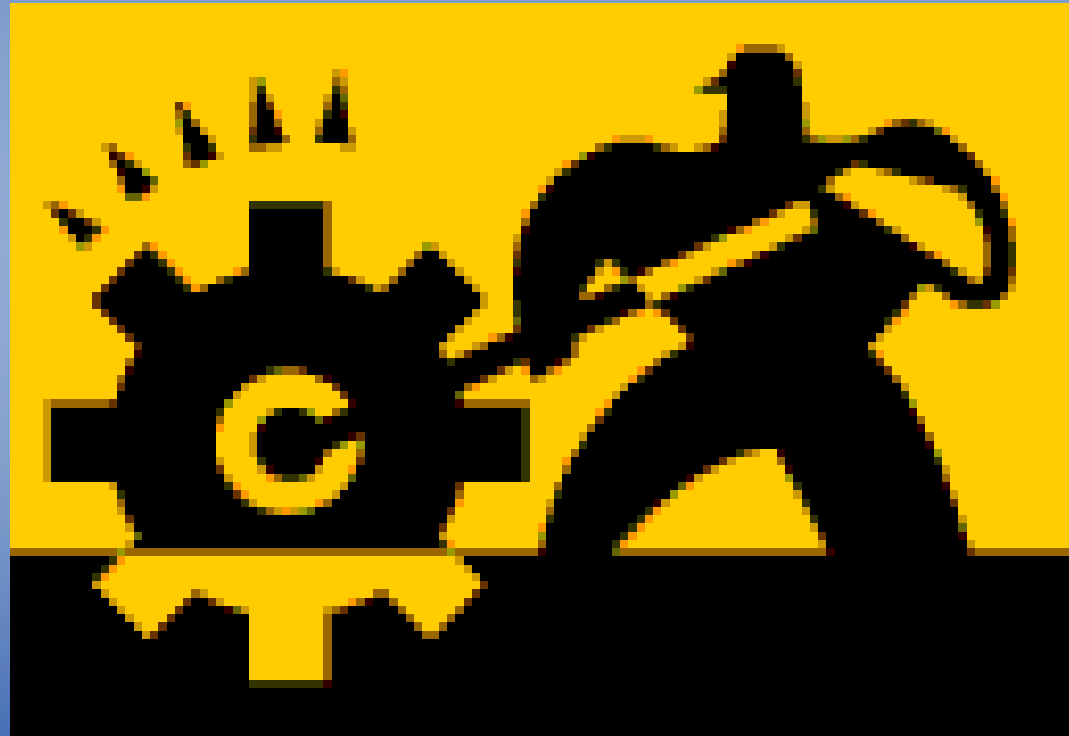


# Facilitating Change: Flywheel—Part 2



# At Your Tables:

Each table is a workgroup. The exercise is to think through one of the following change areas:

1. Dining and Diets
2. Care Planning
3. Activities
4. Communities/Neighborhoods
5. Waking and Sleeping
6. Death and Dying
7. Assignments and Schedules
8. Welcoming in New Residents and Staff

- Apply the concepts from previous Learning Sessions and integrate them with your knowledge of quality improvement and nursing home care.
- Each table will work on one assigned change area for 20–30 minutes, completing the Change Ideas chart. Keep in mind the following questions for discussion:

1. What would it be like if it were “person-centered?”  
How would you need it to be if you lived here?
2. What would make it clinically sound to achieve the  
“highest practicable physical, mental, and psychosocial  
well-being of each resident?”
3. What are the regulatory considerations?
4. What are good building blocks, starting points, Plan-  
Do-Study-Act (PDSA) cycles?
5. Who would you involve and how would you involve  
them?

# **Within the Allotted Time, Design a Creative Learning Experience. The Learning Experience Should Be:**

1. Two to three minutes in length.
2. Creative, entertaining and fun. Show the culture change from the old institutionally-directed way to the new individually-directed way of approaching your topic area. Capture the essence of the change.

- **There is not a set of universally applicable answers for how to implement person-directed care. Each home will need to find its' own answers.**

# Magic Formula

*The best way to find these answers is to have an inclusive process involving everyone who is affected by the change.*

*If there is such a thing as the magic formula for culture change—this is it!*

# **Please Call With Any Questions! Good Luck!**

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