



Structure and Working Guidelines Presented by the Steering Committee January 21, 2011

Since 2008, the Culture Change Network of Georgia has been a group of dedicated supporters and stakeholders working as partners to promote and foster culture change. Supporting organizations, providers and individuals have been coming together as the CCNG Advisory Group to promote and facilitate the work of the network.

We decided that each year we would review our structure and the way we operate. By taking a fresh look each year, we can make sure that we continue to progress in the ways we think best support the work we want to accomplish.

The CCNG Advisory Group decided not to create a separate entity or organization (for example, a separate 501c3). The Georgia Institute on Aging agreed to “house” the CCNG so that we could apply for grants, have an organization to connect to for event registration, etc. Advisory Group agreed to move the culture change movement in Georgia forward based on the abilities and the specific areas of influence of each organization and individual.

We agreed to work as a clearinghouse of organizations, providers and individuals focused on and concerned with culture change and person-centered care to build common knowledge, support, commitment and relationships among those represented, and coordinate with other existing groups that have similar goals and interests. We have worked together to promote the annual culture change summit (and other CCNG events), as well as direct and connect each other’s “connections” to the information, events, education and resources produced by CCNG.

We have been intentional in building the group of advisory partners so that all “venues” and “voices” of the entire long-term care continuum are represented and have a place at the table. We continue to identify and expand, as our goal is to change the culture of the continuum by breaking down the “silos” that exist in long-term care and creating a community network that comes together to foster and advance culture change and person-centered care for all people in the state.

The Advisory Group meets quarterly. During our planning retreat in the spring of 2010 we decided to develop three working task groups:

- Communication, Education & Outreach
- Policy
- Practice





These task groups have been very effective in moving forward the scope of work for the network. We have developed a Steering Committee to plan and provide leadership between quarterly meetings. The Steering Committee consists of the following, and we will add others at the will of the Advisory Group:

Each of the facilitators for the three focus areas: Ginny Helms/Policy, Mary Arthur/Practice, Anne Hernandez/Communication, as well as Joanne Grubbs (GHCA), Andrew Hales (Ombudsman), Walter Coffey (Aging Services of Georgia) and Kim McRae from CCNG.

In December, 2010, the Steering Committee met to review the scope of work, the financial situation, the events planned for 2011, and to develop an expanded “operational vision” for the advisory partners to review during the January 2011 meeting.

“If you build it, they will come.”

We have been very successful in our commitment to increase awareness, provide education, define culture change, and share programs and promising practices. We have been increasingly getting requests from individuals, providers and organizations who want to get involved and participate in the CCNG. In addition, it is also our goal to bring direct-care workers, residents, families and “consumers” into the mix (Picker 1 and 2, for example). We bring forth this idea for discussion:

The NETWORK (FRIENDS OF CCNG) would be anyone who is interested in culture change in Georgia. (Professionals, consumers, direct-care workers, etc.) The goal would be to add educational and networking opportunities for these individuals.

The ADVISORY GROUP (BOARD/COUNSEL) would continue to be the diverse, comprehensive smaller group of representative “stakeholders.” Like the current Advisory Partners, they would continue to meet quarterly and continue the work of the task groups.

The STEERING COMMITTEE would continue to be the small group tasked with planning and provide leadership between quarterly meetings. helping with development and implementation.

One of the goals of culture change is to flatten the hierarchical structure. It is helpful to look at this new “structure” like this (with the NETWORK at the top):

