

# 3rd Annual Culture Change Network of Georgia Summit

## AH-HAs and Before & After Grades

2010 October 14

<u>WHO</u>	<u>PRE</u>	<u>POST</u>	<u>AH-HA</u>
(NOTE: TYPED IN ORIGINAL LANGUAGE AND SPELLING...)			
RS	5	8	Virginia Bell - Her life's work
AW	0	8	Elderly or residents have ideas, concept of self and others, fears, and love to give to others
JI	4	7	To continue to honor the elder - don't take tasks away from them - the need to be respected and honored - they need to have tasks to be fulfilled and needed.
PA	3	7	Be real with our residents. Treat them like real people.
MB	4	8	
LS	6	8	My biggest takeaway was the value of relationships with our clients, even those who have dementia.
AG	5	8	Birthday gatherings
GW	6	7	The importance of "grace moments"
AM	5	8.5	Call them by their preferred name. Learn their story so that you can understand how to interpret behaviors.
CR	5.5	8.5	When one nursing home present told of their experiences in the culture change journey. The administrator told of moments of grace!
MS	3	8	The quotation about the pursuit of happiness and the hand of divinity.
BM	2.5	7.5	Meeting staff from nursing home who seemed truly engaged in culture change.
GG	6	8	Learning how to organize Leadership Team Meetings involving all members of program, not just admin. Staff.
EW	4	8	My biggest A-HA moment from today was learning how simple it can do to initiate culture change.
JA	5	8	Developing "Front Porches" in areas that residents congregate.
CW	6	8	Virginia Bell - Relate each person's life story to how one treats the individual
BC	4	7	That unstructured activities were more important than structured activities. They get you prepared for the structured activities.
ZM	8.5		AHA MOMENT! Create Moments of Grace for elders. Create moments where everything is just right with the world.
RM	0		
FO			
UG			Value resident much more
MS	7		
ES	2	9	All challenging situations are not problems!
SC	5	8	That there is so much work to do in Georgia toward the goal of culture change in comparison to other states.
JB	4	6	I understand even "more" now about... Creating a welcoming environment causes my clients & residents to open up & respond to my care more easily. Dementia patients have poor depth perception (cannot see white toilet on white floor)
KB	4	7	Talking with other people that work in the same type of facilities and learning the lengths that they go to to get to know

their residents. Proclamation by Governor. Community is the antidote for institutionalization.

PB	3	7 Love story in da power point
BH	3	7 Visual: Love Story Interaction: Discussion with groups
MM	4	7 My moment: This is something that I can do (even by myself) that I can share with others to make a difference in my community and seniors (in general) throughout my everyday life.
SJ	4	8 All the cultural changes we already do that I only thought of as just an activity. (Someone else pointed out to me all my.....
PM		For me it was a lot but what struck out the most is the organization alone (Culture Change) How there so concern about not just the residents but the employes concern as well
AD	2	8 The residents are going to have a say in what takes place in their world!
KM	2	5 By changing simple things like the name you address your resident, or sitting w/resident, or knocking on door you could change the whole mood of your resident & make them feel @ home instead of institutionalized.
RL	2	6 To treat resident always as people not like kid cause not able to do things they use to.
DP	7	8 Best Friends Training. Hearing stories & suggestions of how to investigate behaviors and how to brainstorm solutions.
MB	2	7 Culture Change can occur!
MJ	6	I realized I still have a lot to learn. Physician of the Human Spirit - empowering all staff
AH	6	8 The love clip - "We loved each other"
AW	9	10 Best Friends technique
LP	4	8 Birthday circle
SM	6	9 Incorporating "What is your daily pleasure" into the plan of care.
CC	6	9 Changing the appereance of a facility to make it appear as close to home as possible.
FF	1	7 Familiarity decreases challenging behavior
BD	4	7 Finding person's grace
MM	4	8 Doing what's best for each individual & their needs. Changing things to fit their individual needs.
BW	5	9 Something that are related to Dementia (behavior "bad") can be cause by staff. And really may not be a behavior problem.
MM	8	9 11-Feb
MW	5	8 Ah ha! Resident input in all aspects of culture change.
MG	4	8
CY	6	9 Behaviors are residents communicating
LB	5	8 Dementia Behaviors & Dementia Training
MM	7	8 Find out each person's life story and use elements from it each time one interacts with the resident ie Hi Rebecca, we need a nurse today.
ML	4	7 My biggest Ahha moment was having other leaders involved with running our steering committee Great Idea!
MQ	6	
GS	1	7 I am passionate about working with seniors and seeing them smile.
CH	0	8 Watching the video: The female resident stating how she and her male friend loved each other.

AM	2	7 The housekeeping cart
TK	1	7 The housekeeping cart
MN	3	7 Importance of life story for ALL staff
OB	3	9
	6.5	9
LR	3	10 The birthday gathering
DB	6	9 How simple successful activities can be - simple & not always structured
BW	5	8 Birthday month gathering. Get to know other people at the tables
JT	7	8 "Who Are You"
WG	0	6 Speak with residents about something they are familiar with from the past. Get to know their past.
TB	0	10
VD	5	9 Familiarity of HOME is a great asset to treatment & maintenance of Dementia Therapy!
LL		
MC	4	7 About how we restrict our residents from having access to food/drinks whenever they want them
LC		Not giving choice to giving choice; not having best friends to having best friends; not communicating to communicating; Best Friends - Learning new activities. Challenging behaviors.
SG	1	7 The power of Learning Circles
DC	7	9 How to really get to know one another
JP	8	9 The benefit of learning circles
LN	7	8 Virginia Bell was my biggest AHA - I loved her spirit.