

Important Activities When Getting Started

Become a learning organization

- Create a leadership team to begin learning together
- Visit sites
- Read, review literature
- Attend conferences

Conduct organizational assessment

- Use an existing tools
- Hold focus groups with staff, residents to gather info on facility readiness for change (conducted by a person outside your facility)
- Hold learning circles to gather info and build trust
- Establish group norms for how you will relate to each other

Creating high inclusion

- Education
- Learning circles
- Include all who will be affected, including administrator, family, Dr, pharmacist, etc

Explore mission, vision, values

- Leadership team
- Learning circles

Explore current care practices

Decide collectively on a path and goal

- Explore how organizational structure needs to change to support person directed care
 - Where does shift in power need to occur?
 - How do it?
 - How to create self-directed work teams?
- Decide how you will measure progress

Early practices to explore

- Consistent assignments
- Morning coffee
- Bathing
- Waking