

PENNWOOD AGED CARE



***The Household
Model of Care,
Sunflowers***

What is the Sunflower Project?



- The **Sunflower Project**:
 - injects humanness and compassion into care
 - discards the focus on tasks, targets & efficiencies
 - creates a culture of person centred care
 - shifts the balance of power
 - removes controlling care
 - enables partnerships, increases connectivity
 - reduces behaviours, falls and staff 'sickies'

Feelings Matter Most



- Pennwood's focus is on how to create **transformational moments** and promote real quality of life through being genuine, open and honest about our feelings.
- Pennwood works from the perspective that each of us has our own reality.



Being Person Centred



Looking within ourselves –Are we as truly person centred as we believe?

- 1. Being yourself**
- 2. Showing and responding to others feelings**
- 3. Being together**
- 4. Feeling inspired**

"EVERYTIME YOU SMILE AT SOMEONE, IT IS AN ACTION OF LOVE, A GIFT TO THAT PERSON, A BEAUTIFUL THING." - MOTHER TERESA

Being Person Centred



5. Nurturing

6. Respecting others

7. Accepting

8. Flexible



Being Person Centred



9. Spontaneous

10. Enabling

11. Supportive

12. Grow



Appraising our Leaders



We'll be looking at how we lead

* from the **Heart** 

* with the **Head** 

* by the **Hand** 

and learning and growing throughout the journey.
Here's how we will find our champions.....

Leading from the Heart



- What skills do I need in Person Centred Dementia Care Matters?

1. PASSION

For quality of life,
for people.



Leading from the Heart



2. INSPIRATION

Being able to inspire others with your vision of what dementia care should look, sound and feel like.



Leading from the Heart



3. SPIRIT

Being able to demonstrate that leading dementia care fits in with who you are – the spirit inside yourself.



Leading from the Heart



4. JOINED

Being able to link who you are as a person and what you do as a professional.



Leading from the Heart

5. NURTURING

Having the capacity for personal warmth and being able to nurture the team.



come here!
I want to give you a hug.



okay, now have a good day!

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Leading with the Head

6. TRUTH

Be able to accept the truth and reality of the person living with dementia?



Leading with the Head

7. KNOWLEDGE

We will maintain contemporary knowledge in the best care options for people with dementia.



Leading with the Head

8. STRATEGY

We will show to others that we have a clear strategy, a joined up set of pieces, in how to improve dementia care.



Leading with the Head

9. REFLECTION

We will regularly reflect on the quality of life of people within our service, on what matters most to them and we will initiate constant improvements?



Leading with the Head

10. LEARNING

We will seek for ourselves, continuous personal development and learning in person centred care.



Leading by the Hand

11. DRIVE

We have the high levels of energy and desire to achieve best practice.



Leading by the Hand



12. OUTCOMES

We will not be run by policies, procedures and systems but will use these; not as an end result, but to achieve quality of life outcomes.



Leading by the Hand

13. TEAM BUILDING

We will continue to build a person centred staff team.



Leading by the Hand

14. COACH

We will mentor, coach and model to other staff, best practice in person centred care, and demonstrate how to support and care for people with dementia in our environment.

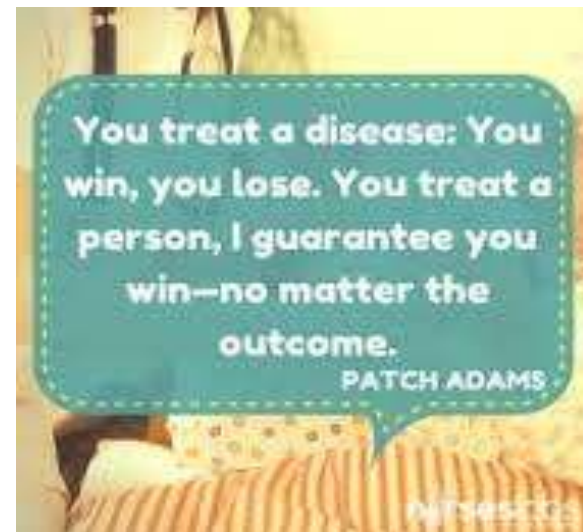


Leading by the Hand



15. ACTION

We will remain action focused and deliver measurable improvements in quality of life and quality of service.



Transforming the Environment

- The physical environment needs to be an engaging place that actually feels like home.
- Create small 'households' within the service.
- Involve residents in meal preparations
- 'Be with' people during a meal.



Environment Matters



The 'LOOK' Checklist – 30 Indicators

- Lounge/Diner Conversion
- Filling up of hallways
- Provision of enclosed, engaging outdoor space



Environment Matters



- Staff look engaging, colourful, expressing individuality in their appearance
- Bedroom doors are personalised
- Bathrooms are turned into warm, friendly, sensory and engaging places of comfort



Environment Matters



- Bedrooms turned into mini living rooms
- Staff functions separated from peoples sense of 'home'
- Reception and public areas are home like, friendly and engaging.



Dementia Champions



The essence of really great dementia care is only as good as the warm, loving, heartfelt, emotional care given by people who know that feelings really do matter most.



Morphing into Sunflowers



The process of liberating staff is what eventually turns them into sunflowers.

- Begin with eliminating barriers that ‘separate’ staff from residents
- No uniforms
- No separate staff dining rooms
- Become ‘blended’ as one family within the household.



Real Culture Change



Is based on a model of emotional intelligence as the primary competency.

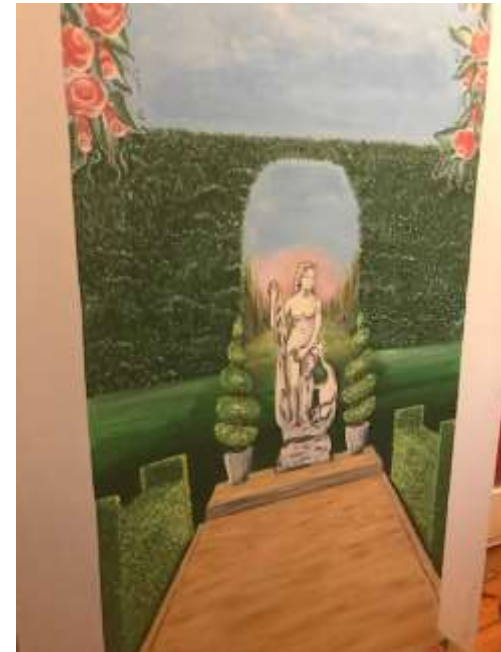
- No us and them distinctions.
- Enabling people to 'come alive' again; colouring and transforming lives through moments of connection.



Discussion



Please share with us any ideas/strategies you may have for creating culture change in Pennwood Village?



Dementia Care Matters

Thank You for attending
and thank you for caring

