From Dreams to Reality...

The Joys and Tears of Culture Change

Rhonda McCoy – Director of Care Services
Who is Presbyterian Homes?

Legana
Norwood - Launceston
Recapping from October 2006
Word Association Game

What does ‘Culture Change’ mean to you?
Culture...

...is a set of important understandings that members of a community share in common ...Sathe
Vision...

...is a mental journey from the known to the unknown, creating the future from a montage of current facts, hopes, dreams, dangers and opportunities

...Hickman & Silva
Insert another photo of the Opening
What has happened since?
The wheels are falling off…

Staff’s reaction to tough times
Back to the drawing board...

<table>
<thead>
<tr>
<th>Recommendation</th>
<th>Strategy / Outcome</th>
<th>By Whom</th>
<th>By When</th>
</tr>
</thead>
<tbody>
<tr>
<td>De-institutionalise house entrance</td>
<td>Place palms outside? Extend small wall just inside entrance - email to S Gerrity? Relocate plaque and put picture around key pad? Paint outside of double doors</td>
<td>R Suitor, M Taylor, D Henderson, M Curtis, K Lockwood Jon Duncan &amp; wife</td>
<td>Mid Jan 12.12.07 Mid Jan End Jan</td>
</tr>
<tr>
<td>Lights, plants things on wall</td>
<td>Already happening, WIP</td>
<td>All staff</td>
<td></td>
</tr>
<tr>
<td>Baking smells</td>
<td>Use bread &amp; coffee machine</td>
<td>L Bailey, K Lockwood (encourage all staff to consider this)</td>
<td>End of week – 15 Dec 07</td>
</tr>
<tr>
<td>Increase volunteer numbers</td>
<td>Recruitment. Numbers have risen with John, Bron &amp; Jenny. Encourage evening visits</td>
<td>K Lockwood</td>
<td>Mid Jan</td>
</tr>
</tbody>
</table>
Teachings from the Fish Place...

Catch! A Fishmonger’s Guide to Greatness
Hi everyone,
While preparing my presentation for the Dementia conference in February, I have been asking Olivet Suites staff for their input and have decided to offer my services each Monday morning at 10.30am for a cuppa in Olivet Suites with any staff members. I see this time as an opportunity for me to hear how you are all going and perhaps offer some support and creative strategies to assist you in the great work you all do. *See me as your life coach!!*
On some weeks, I will come on Tuesdays, but will try and get to you each week. I will start this on Monday 21 Jan. Hope to see you then.
Rhonda
Good news story...

The getting of doonas

Random act of kindness
Mavis’s story
Maori Wisdom

He aha te mea nui?
What is important?

He tangata?
It is the people

He tangata?
It is the people

He tangata?
It is the people
Don’t take my word for it...
Questions for Vision Makers

- How does the vision become the culture?
- How do we support and energise the keepers of the vision?
- How can we *not* keep trying to make a difference in the lives of others?
A treat to finish...