Eden Conference 2019 Update:

Planning for our Eden Conference is well underway. Our Eden education team have planned a wonderful two and a half day event which aims to educate, showcase innovative ideas and share the learning from many different experts and practitioners.

Living a risky life is a meaningful business has certainly got people excited, challenged and prepared to challenge our thinking and assumptions around ageing wej.

Commencing Tuesday 15th October, our pre-conference event, Tribes of Eden will bring together all Eden Registry Members and interested others to explore the challenges of best practice through the Eden Alternative. This is also an opportunity to network, share, learn from each other. This half day event will be facilitated by Sally Hopkins and Bill Thomas.

Wednesday 16th October, Day 1, will see a mixture of fabulous presentation topics and deep dive workshops. Later, afternoon networking drinks offer everyone the opportunity to meet colleagues, make new connections and celebrate all that is good about what we are achieving within our elder communities.

Thursday 17th October will see a range of topics covered which really look at the three transformations of culture change - personal, operational and physical.

Our keynote speakers include Dr Bill Thomas M.D. and Dr Al Power M.D. Ms Jill Vitale Aussem, President/CEO of Eden USA, will be leading a discussion on Ageism. Other presenters from Singapore, New Zealand, South Africa will also be sharing their wisdom. If you're ready to learn, be challenged and grow, then this is the conference for you. Avoid disappointment and reserve your seat today.

Go to www.edeninoznzconference.com.
We look forward to seeing you all in October.
Aged Care Royal Commission and the Eden Alternative

In early May we were invited to make a submission to the Aged Care Royal Commission, with the view to appear before them on the 11th July 2019, in Darwin.

Many of you will have been asked to make a submission around a specific set of criteria. We were asked to respond to a set of questions around quality of life challenges and successes for older people, veterans and people living in residential aged care.

For those of you who haven't had the privilege to appear before such a government legal regime, it was a very interesting and an extremely stressful process. It is a fully legal situation and everything you submit and speak is recorded.

We would like to acknowledge the submission made by Alzheimers Australia WA, and Jason Burton's appearance before the ACRC speaking about Person Centred Care models. As of September this year, 6139 submissions have been received by ACRC.

We welcome the opportunity to put the case of why the Eden Alternative is a successful model to support people living well. We know that they are very interested in the Eden Registry process and why it works.

To read the transcript go to:
Start at page 112.
Eden Principle 10
Benefits of the Eden Alternative - UK

In the UK, the CEO of Greensleaves Trust provides insight into Greensleaves Care. Nineteen out of Greensleaves’ 24 homes are currently Eden Alternative accredited.

“We like it because it’s about creating vibrant communities and enabling older people to thrive and fulfil their ambitions,” Paul said.

“We reject the sentiment that older people are on a downwards trajectory when they enter a care home. We have lots of residents doing lots of crazy things such as learning to drive and parachuting in later life. No matter how old or frail you are, there are still things you want to achieve in your life and consider important to you. Read more - [https://www.carehomeprofessional.com/the-big-interview-paul-newman-ceo-greensleaves-trust/](https://www.carehomeprofessional.com/the-big-interview-paul-newman-ceo-greensleaves-trust/)

Below is Greensleaves home - Glebelands, UK
The Eden Education team has been busy this season with Eden Associate training happening in Australia, New Zealand and now in Hong Kong.

We know that these individuals will and are making a difference in the lives of Elders everywhere. Congratulations to everyone.

Exciting news for our Eden regional development. In July 2019, we delivered our first Eden Open in Kowloon, Hong Kong. Seventeen people from 4 different organisations came together to explore, challenge, learn and share the challenges of the Eden Alternative in a care or community setting in Hong Kong. Congratulations to our newest Eden Associates shown below.

New Eden Associates - Eden Open July, Kowloon HK (above)

New Eden Associates - Fairview Village, Warragul VIC

www.edeninoznz.com.au
Benefits of Eden...a Poem

We get to hear and see lots of creativity in the Eden training. The following is one example from the SLEC team in Singapore.

St Lukes Elder Care (SLEC) have come a long way to what it is today.

When no one knew how to start or dare
Today, we have our own GRACE model of Care

Eden philosophy is a never ending process
Once created, growth is ceaselessly there

Not a Program but an organic force
When followed, SUCCESS will be there

Clients come to the Centre day by day
So we now need to teach all staff, THE EDEN WAY

Each day as they go about their work
They need to speak the Eden words
Support them when mistakes are made
This is how Eden Principle 10 relates.

The above two Principles are what we have learned
So we should never turn our back
to previous ways that were done in the ‘old way.’

Upcoming Open Education

Singapore
November 22nd - 24th Implementing the Eden Alternative

Australis 2020
Perth - February
Brisbane - February
Melbourne - April

New Zealand 2020
Auckland - March

Check out the website www.edeninoznz.com.au for further details and booking forms.

Education News

The antidote to fear of change is Education...and we recommend that all Eden Alternative stakeholders consider in house Eden education.

With the new Aged Care Quality Standards now in place, we have developed a 2 day workshop that provides a framework for strengthening the requirements of the new standards with the framework of the Eden Alternative.

Book your in house session and be the change.

Seed Packets... Page 31
If life in this home or centre was a human habitat what would it be like? Discuss.
New Master Gardeners - Howick Baptist Health

Congratulations to Howick Baptist Health, New Zealand for their Eden registry success in June. HBH commenced their journey. They are now a fully registered Eden home.

WMQ Parkview and Emmaus, QLD

Congratulations to Emmaus Home and Parkview Home in Brisbane for their ongoing commitment to the Eden Alternative. Both homes are fully registered and continue to raise the bar in deepening the relationships the community is developing across a range of stakeholders.

We visited these two homes in June for their bi-annual visit and loved hearing the Elders stories. They are our greatest resource.

We had an amazing sharing circle with Elders at WMQ Parkview. This also became the inaugural and foundation meeting of U4A. There is so much to continue to learn from Elders. They are our greatest resource. LtoR - Elders - Yvonne, Valmarie and Edith. At the back, Iris Ritt (STCC), Kay Scott WMQ, Sally Hopkins, Robyn Batson (Chaplain).

Growing an Eden Garden

Farewell Rituals for Elders

The death of an Elder from our community can be a time for sadness, recognition, celebration, contemplation and reflection of a life lived. How we mark this person's passing is very much a personal, organisational and cultural approach. In some homes or Centres, a candle with a person's photo is displayed at the main gathering space. A guard of honour is also formed when that person leaves their home for the last time.

For others, its the creation of a memorial wall of butterflies. Each butterfly represents a person who was a member of that Community, as seen below. They remain in our hearts.

Registry Growth

Remember to book early for your next Registry Validation visit for 2020

www.edeninoznz.com.au
Out of the Winter Doldrums

Enliven Presbyterian Support South Canterbury, NZ have a corporate focus on wellbeing this year, with a different theme each month. When you're in the depths of Winter, how do you get everyone through the cold, wet, freezing conditions?

At our bi-annual visit in June in NZ a Winter theme door competition was happening. We noticed that there was fierce competition between residents and staff with amazing creations.

As the same time we were able to see the outcome of a fun Bear competition held earlier in the year. Each home has a bear who represents something that is important to that home.

Wally from Wallingford is a roving reporter, and likes to go walkabout and will be seen in any of the homes or around Wallingford. The best dressed bear at Margaret Wilson Home complete with wardrobe created great excitement.

At the Croft, there was Dr Croftie as well as ANZAC Ted, who's story of survival and heroism breaks your heart to read. Zero the Hero Ted is working on reducing overall waste generated throughout the 3 homes.

This zero waste initiative came about from Elders at the Croft in 2017. They wanted to do something proactive about waste minimisation in their home.

Elders making a difference...

This project has been applied across all three homes with the successful introduction of washable continent underwear (a huge saving), waste paper reduction and general rubbish. No more large industrial bins, another saving. Improved community satisfaction overall.

In 2019, PSSC were nominated and winner of the Sustainability & Environmental Award. Congratulations to everyone involved in this great initiative.

PSSC attributes their Environmental/Sustainability Award to "our Enliven residents that created the awareness of reducing rubbish and wanted to do more for our planet so that it could be enjoyed by future generations, our staff and volunteers embraced this 'green initiative' and have made many changes, so many that we are now award winners.

Our reducing waste/recycling story is being shared far and wide and we have had several rest homes asking what we are doing to make such a big difference in this area."
New into the Eden Resources and Book Store...

What's your Story Cards
Back in stock these story cards will add value to your discussions and assist in becoming well known amongst care partner teams, Elders, Families, Volunteers and the wider community.

Switch, when Change is Hard - Chip & Dan Heath

Ever wondered why sometimes, on your culture change journey, we’re stuck and progress seems to have stalled? Then consider adding this book to you

5 Dysfunctions of a Team - Patrick Lencioni
T.E.A.M - together everyone achieves more. And yet, true team creation is more than a group of people put together.

Lessons in Leadership for Person Centred Elder Care - Nancy Fox

Nancy Fox guides you along a management path leading to more person centred services, helping you meet today’s imperative to improve the efficacy and quality of service delivery.

Disrupting the Status Quo of Senior Living - A Mindshift - Jill Vitale Aussem

Jill Vitale Aussem, CEO/President of Eden USA challenges readers to question long-accepted practices, examine their own biases, and work toward creating vibrant cultures of possibility and growth for elders.

Shining a light on her own professional field, Jill Vitale-Aussem exposes the errors of current thinking and demonstrates how a shift in perspective can effect real cultural transformation.

5 Languages of Appreciation in the Workplace - Gary Chapman

What's your language of Appreciation?

Ever wondered why some people don't appreciate the way that you show how you appreciate their efforts? This book enables you to identify the languages of appreciation for family, friends, colleagues etc.

Check Your Language

Words really do make worlds

At recent Eden education sessions have highlighted the continuing challenge to change our language from institutional / clinical terminology to words that more reflect daily living.

Consider new alternative words for the following:
- Toileting to Freshen up
- Admission to Moving house
- Respite to Overnight stays / staycation / Home Stay

Refer to the Eden Alternative Language Guidelines for better language options to shift our staff and elder culture.

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Focus on Principle Eight - Empowering Elders and Staff

An elder centred community de-emphasises a top down bureaucratic approach seeking instead to place the maximum amount of decision making into the hands of the Elders or those closest to them.

Principle 8 is a driver Principle that empowers Elders and staff. It is one of the hardest Principles to implement as it is not a superficial change process.

If you think about driving a car well, you have to be in the driver’s seat in order to get the car to move. You need practice. Sitting in the passenger seat doesn’t get the same result. This is the same for Elders and who is making the decisions. We need practice.

So where do we start?
Step 1
In considering the Decision Rings process, the aim for each group, that is highlighted by a ring, is to help people in the next ring to grow. We measure success by evaluating our success in moving decision-making authority closer to the Elders.

• Which of these decisions will you move closer to the person?
• Why is it necessary?
• How are you going to ‘sell’ them your idea?
• Which Eden Domains of Wellbeing are you enhancing addressing, or acknowledging?

Decision Rings Game Board

The people in each ring select one area of decision making authority that belongs closer to the elder and develop a plan for moving that decision to the next ring inward.

In selecting a decision, this doesn’t mean “pick one piece of busy work and us this as an excuse to hand it off to someone else.”

Step 2
Using the 5 tools of empowerment, (Knowledge, Resources, Skills, Support and Authority) work through how you are going to move your first decision closer to the person directly impacted. Make sure you actually include the person directly. Are they interested in this new opportunity?

We are committing to being genuinely different, innovative and proactive to changing the culture of care. Living well and a meaningful life, is not about losing autonomy in decision making. Empowerment is risk taking for the betterment of all.

Refer to the Eden Alternative Handbook for further guidance.

Implementation

When I talk to Managers I get the feeling that They are Important.

When I talk to Leaders I get the feeling that I am Important.

www.edeninoznz.com.au
Eden’s Got Talent

On a recent mid winter site visit to our Registry members in South Canterbury NZ, we came across the following Kiwi Ode to the Eden Alternative with a Seed packets background...bringing purpose to life.

The Eden Alternative - a Kiwi Ode

10 cute penguins, you can see
We work at PSSC
Our job here is most important
To stop our elders feeling dormant.

There’s SNOW much that we can tell
‘bout a philosophy they know so well
Loneliness, Helplessness & Boredom
Combating this here is really awesome.

A Dr William (Bill) H. Thomas
A USA author, performer, physician
Developed the Eden Alternative
For nursing home deinstitutionalization

Through Eden we’ve sowed seeds of change
To nurture a garden of reward
We celebrate meaning, choice, companionship
Spontaneity...here they’re all restored

We’ve opened our hearts to our elders
And learned who they really are
Embracing, supporting, encouraging
These beautiful folk...our stars

So welcome to our home
where days are filled with hope & laughter
Our place of love, friendship and caring
And happiness ever after.

Author: Debbie Leonard, PSSC Margaret Wilson Home in South Canterbury NZ
Eden International Board

The Eden International Board comprises a number of volunteers who are located around the world. They are committed to supporting the growth of the Eden Alternative globally.

The Eden International Board is comprised of:

- Chris Cheek, Chair
- Sally Hopkins, Vice Chair (Eden in Oz & NZ)
- Karin Dahl (Eden Denmark)
- Cheryl George (Eden Canada East)
- Jennifer Christiano
- Tom Zwicker
- Peter Reed
- Angie McAllister
- Patrick Doyle
- Mitch Opalski
- Deke Gateau

Eden in Oz & NZ Board Members 2019-2020
Jill Woodward - Elizabeth Knox Home & Hospital, NZ
Iris Ritt - St Carthages Community Care, NSW
Jillian Jeffrey - RSL Lifecare Care, ACT
Sally Hopkins - Eden in Oz & NZ
David Wilson
Advisory Member
Chris Cheek, Eden USA

Eden International Contacts

The Eden Alternative is international with Eden Alternative Regions in some surprising places including:

Eden in Australia & New Zealand
www.edeninoznz.com.au

Eden South East Asia
www.edenalt.asia

Eden Canada - West
www.edenhealthsolutions.com

Eden Canada - Central & Atlantic
www.edencan.com

Eden Denmark
www.edendenmark.dk

Eden Iceland
www.edeniceland.org

Eden South Africa
www.edenalt.co.za

Eden UK & Ireland
www.eden-alternative.co.uk

Eden USA
www.edenalt.com

Eden Mauritius
Eden Netherlands
Eden Faroe Islands
Eden Switzerland & Sweden

Governance

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