

Eden Associates,

We would like to focus this year on tools that some of you might be using or remember from your 3 day training. We hope reading about them will spark your interest anew and will support you in your journey to bring about change and making a difference.

We would like to ask you to share with us, ways you found really works well within your unique organisation?



Team Leadership Model

Ever called a meeting, chaired the meeting and then took responsibility for almost all the items on the agenda?

Well, if you answered yes to all of the above, then why bother having a meeting, just inform everyone what you did and that's it.

As we all know following this route is very unwise indeed!

The team leadership model promotes shared responsibility, offers others the opportunity to grow

and learn about playing an active role in a meeting AND ensures everyone contributes to the process and outcome of the meeting.

The four roles identified within this model are

- **Facilitator**
- **Note Taker**
- **Time Keeper**
- **Process Coach – a must have in every meeting!**

Make those cards with the roles and use them at your next meeting.

For more details refer to your Associate Workbook or page 181 of Haleigh's Almanac.

Haleigh's Almanac

Eden Associates, do you remember the CD you received during your 3 day training? Have you printed the 300 page document on the CD known as Haleigh's Almanac?

This resource has seven chapters arranged according to the organic process which culture change follows within an organisation.

It is full of suggestions and ideas, used by organisations and proven to be effective on their culture change journey.

Haleigh's almanac is just one of the ways the Eden Alternative works to support you through education and individual assistance in making a real difference in the lives of the Elders and their Care Partners.



Nine Steps to Planning a Meeting

Meetings can be very constructive or VERY painful and useless especially bigger meetings.

In Haleigh's Almanac on page 182 there are the following 9 steps to ensure your next meeting is a constructive one, especially if you also use the team leadership model.

Read more about each step in your copy of Haleigh's Almanac.

- Step 1:** Clarify the meeting task
- Step 2:** Define the desired outcomes. 'By the end of this meeting ...'
- Step 3:** Design the sequence of the meeting activities.
- Step 4:** Determine who should attend, roles and ground rules.
- Step 5:** Decide when to meet, when to end.
- Step 6:** Determine logistics, equipment and administrative matters and notify participants.
- Step 7:** Complete the agenda.
- Step 8:** Communicate the agenda before the meeting, send the written agenda to participants.
- Step 9:** Arrange the meeting room to support accomplishing your desired outcomes and agenda activities.

Stepping into the of a Care Partner – Rayne Stroebel

“Now if you don’t mind me asking, why are you here with us?” It is now about the fifteenth time in the past hour that Tannie Ansie asks me this. “Do you have a wife and children?” “ I have to tell you that it is wonderful to have you here.” The same questions, over and over again, in spite of my trying different answers. In the meantime, Oom Petrus got up from his chair and was making his way out the door, whilst Oom Willem just turned a cup of tea on himself. Oom Jack needs help to go find the bathroom in-time. All in the space of about an hour.

It is day six of my standing in for the manager of a Care Home for people living with dementia. Six days of answering the same questions over and over and over, of listening to the same stories of days gone by. Endless hours spent trying to get the residents to finish a plate of food, drink a cup of tea, eat a sandwich, get dressed or simply have a conversation without them falling asleep. We sang, danced, played games, read the Bible and the newspaper and the back of the cereal box. We baked, walked, listened to music, prepared meals. I answered questions - over and over and over again. I am completely and totally exhausted, my feet are hurting, I am on edge and so emotionally tense that I find myself close to tears most of the time. After only six days.

How do our Care Partners do this? How do they survive the insults, the elbow on the boob? How do they keep their sense of humour, stay positive and light hearted? How do they change the one soiled incontinence wear after the other, clean vomit and wipe up porridge from the floor – all with a smile? I truly, honestly do not know. In a home with 13 wonderful, gentle, kind, vulnerable, needy, funny residents who cannot thank me enough, smile kindly at me, hold my hand, looking deep into my eyes, I find myself lost. I have studied this disease for the past four years, read up about it for the past twenty years. And yet I am emotionally lost in a turbulent sea of emotions, drowning as I am flung deep under the water, expecting to be crushed against the rocks at any second. I come up for air; gasp lungful, only to be hurled deep into the crash of emotions again.

I drive home in the evening in total silence. I can hardly breathe. Not only because I am so tired and drained. I am completely stripped of my “knowledge” and all my good advice I have given so freely (and unasked) to so many. I stand speechless in a dark corner of total despair, facing my own frightening vulnerability. I am actually too scared to breath.

How easy it is to rationalise, to sprout forth platitudes of “personhood” and “person-centred care” and “domains of well-being” and “spontaneity”. I have presented hundreds of talks on dementia, I have cared for someone with Alzheimer’s disease for a whole year, living in his house, being with him day after day for an entire year. I have cared for my own grandfather with Alzheimer’s. And yet... I cannot quite figure out why the past six days have moved me so deeply. The only thing I can think of is that I have learnt

what it means to be truly present. And in that presence my soul was profoundly touched. I became one with the deepest soul of every resident, I connected with them and through them, with the divine in each of them. I realised, and felt it deeply in my being, that dementia is a disease that attacks the brain, and not the soul. And perhaps that is what makes the care partners go back and do this day in and day out, what makes caring a higher calling, a calling that stirs the soul, awakens the spirit, moves and touches the divine in oneself. Like being in the company of angels. If you are prepared to make yourself vulnerable, to be open to seeing the person, and not the disease, and to remain in that presence, something will change forever. Because *being present* is to genuinely care. To genuinely care is to be part of the creation. To be a World Maker.

I have always been so mindful of the gifts that caring brings. Being able to create a life worth living for a vulnerable person is to truly connect with the universe. In that we see who we really are, our true humanity. And looking in that mirror, we know that “there, but for the grace of God, go you and I”. And in the process we see life in its truest form, and we cannot but revel in the magnificence of being alive, demented or not. To care is to become co-creator of a new and better world – quite a job I would say!

Leadership Pathways

CAROL ENDE, a former Executive Director of Eden Alternative USA, with 20 + years of experience of implementing The Eden Alternative, will be presenting the 2 day Leadership Pathways course during April 2016 at 3 venues across South Africa. Book now at <http://edenalt.co.za/events/list/>

"If your actions inspire others to dream more, learn more, do more and become more, you are a leader."
– John Quincy Adams

Preventing 'Compassion burnout'

Andries Baart, a professor of Presence and Care at the Department of Cultural Studies, Tilburg University, in the Netherlands shared in a workshop on 'Attentive Care' the following regarding preventing compassion burnout for care staff.

Take care of yourself!

1. **Discern your own feelings** – Identify them, especially the ones that are not 'nice' like frustration or a genuine dislike of an individual you have to care for.
2. **Reflect on your feelings**, do not judge, they are what they are.
3. **Debriefing** - Express feelings in your team. Do not expect people to do this at home. An effective way is to implement a 'Let's sit together and talk about today, before we go home' session.

Preventing 'Compassion burnout' continued ...

Here are some more suggestions: (See sources at end.)

- Choose healthy ways to have fun.
 - ⇒ Do more of the things that renew and refresh you: • Spirit; • Motivation; • Sense of fun; • Creativity; • Curiosity; • Interest in others; • Enjoyment of challenge and adventure. **Make a list of these and schedule time for them.**
- Start exercising & eating well
- Set boundaries
 - ⇒ Regarding emotional boundaries or separation. "Walk a mile in my shoes." The key word here is mile. We need to walk long enough in the other person's shoes to understand what he or she is going through, but then give those shoes back so that person can continue on his or her own journey and we can function in our role (as nurse, first responder, parent, caregiver, etc). Two

people wearing the same pair of shoes is not a comfortable or helpful situation.'

⇒ Learning to say 'NO' appropriately. • When it's something you don't need to do; • When it's something you don't want to do; • When it's something you'll do badly; • When it's something others can do better; • When it's someone else's issue to deal with

- Seek supervisory consultation and support
- Take time off from work
- Spend time with positive friends
- Get adequate sleep
- Practice positive thinking
- Keep a journal
- Practice slowing down
- Yoga / Meditation / Massage
- Implement time management strategies

<http://www.sava.co.za/wp-content/uploads/2015/10/Compassion-Fatigue-prevention-and-cure.pdf>

<https://www.phoenix-society.org/resources/entry/preventing-compassion-fatigue>

http://www.dhs.state.mn.us/main/groups/children/documents/pub/dhs16_178806.pdf

Introduction Sessions

Want to know more about The Eden Alternative philosophy?

Contact us to arrange for an **Introduction session.**

Board members, management, residents, families and employees - all are welcome!

NEXT TRAINING

2 day Leadership Pathways

- 5-6 April at Silwerkruin in Wellington
- 12 -13 April at Padca in Pietermaritzburg
- 19 – 20 April at Rand Aid in Johannesburg

3 day Eden Associate

- 31 May – 2 June at Kidbrooke Place, In-house

For registration details see

<http://edenalt.co.za/events/list/>

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