



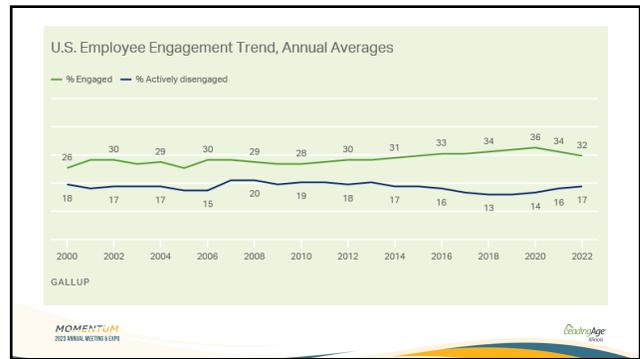
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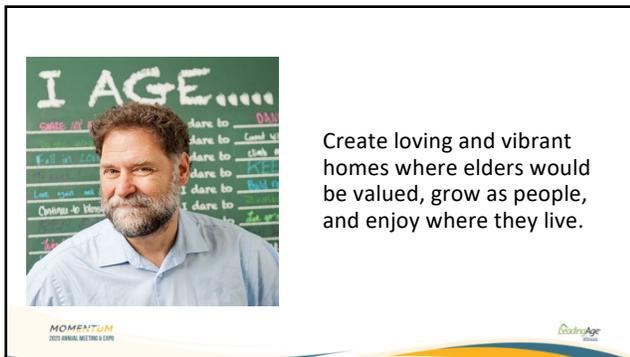
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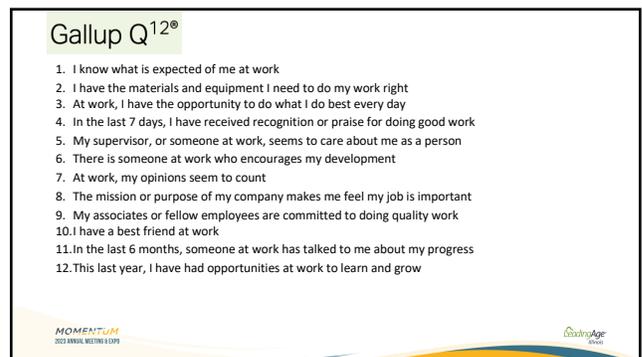
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10



11



12



To be equipped
To feel a sense of belonging
To be valued
To engage in meaningful work
To have opportunities to grow

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13



To be equipped
To feel a sense of belonging
To be valued
To engage in meaningful work
To have opportunities to grow

Helplessness

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14



To be equipped
To feel a sense of belonging
To be valued
To engage in meaningful work
To have opportunities to grow

Helplessness Loneliness

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15



To be equipped
To feel a sense of belonging
To be valued
To engage in meaningful work
To have opportunities to grow

Helplessness Loneliness Boredom

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16



Create loving and vibrant homes where elders would be valued, grow as people, and enjoy where they live.

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17



Create loving and vibrant workplaces where employees would be valued, grow as people, and enjoy where they work.

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18

THE eden ALTERNATIVE®

the green house project
Revolutionizing care to empower lives.

Pioneer Network™

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Greater Well-Being
Prioritizing Elders' well-being
Re-framing the perspective of employees' role in achieving that outcome

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Greater Well-Being
Prioritizing Employees' well-being
Re-framing the perspective of Leaders' role in achieving that outcome

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20

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21

Know your people

Create a safe workplace

Care for your people

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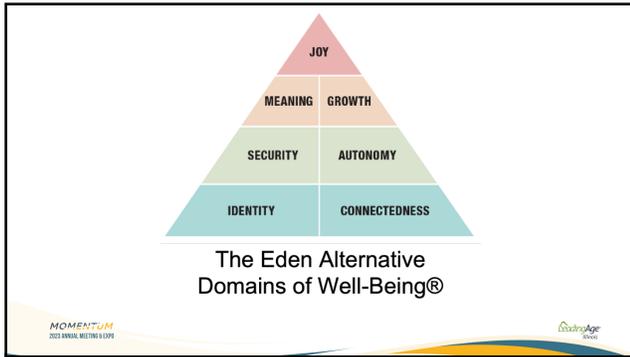
Provider Directed	Staff Centered	Person Centered	Person Directed
Management makes most of the decisions with little conscious consideration of the impact on residents or staff.	Staff consult residents or put themselves in residents' place while making the decisions.	Resident preferences or past patterns form basis of decision making about some routines.	Residents make decisions every day about their individual routines. When not capable of articulating needs, staff honor observed preferences and living habits.
Residents accommodate staff preferences; are expected to follow existing routines.	Residents accommodate staff much of the time—but have some choices within existing routines and options.	Staff begin to organize routines in order to accommodate resident preferences—articulated or observed.	Staff organize their hours, patterns and assignments to meet resident preferences.
<p>Low Continuum of Person-Directedness High</p> <p>→</p>			

Developed by Mary Ann Crilly, Genesis HealthCare Corp. based on the model by Susan Wessell and James Haber, distributed at the Pioneer Institute, 2005.

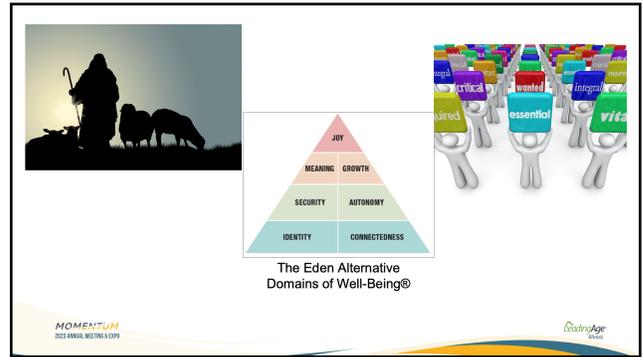
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LivingAge since 1990

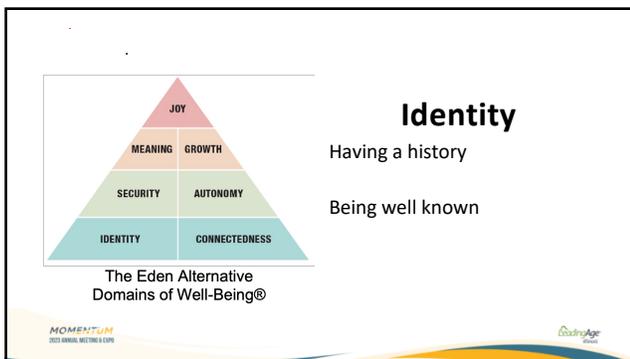
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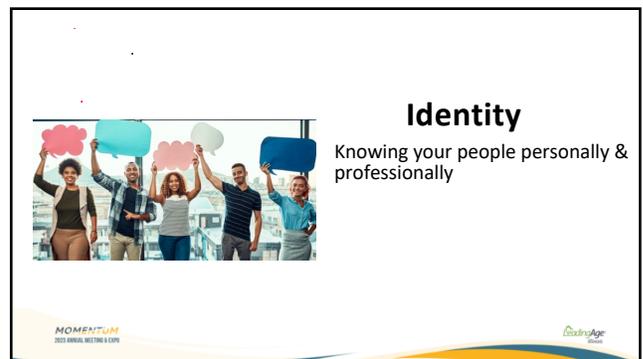
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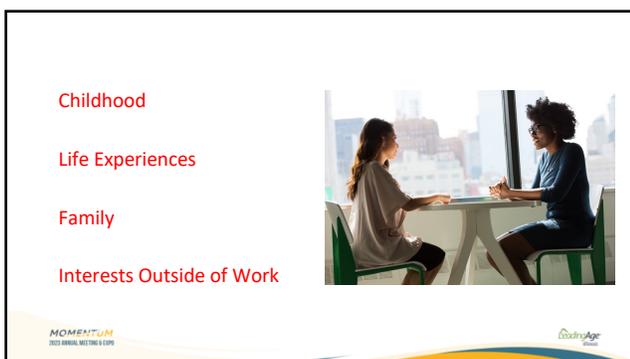
26



27



28



29



30



Identity

Knowing people personally & professionally
Bringing forth peoples' identities

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31

Connectedness

Being loved & connected
State of belonging

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Domains of Well-Being®

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Connectedness

Creating opportunities for connection & building relationships

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There are 2 types of people in this world



"OMG I need to fill up!"

A



"I got this"

B

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36



To feel a sense of belonging
To be valued

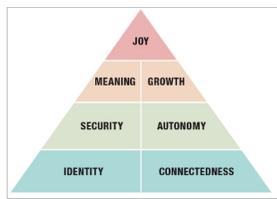
Connectedness

Creating opportunities for connection & building relationships

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Security

Freedom from doubt, anxiety & fear

Feeling safe

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Security

Creating a workplace environment where people feel safe

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Defining expectations

Providing training & resources

Communicating effectively



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41



Security

Creating a workplace environment where people feel safe

Giving people your attention

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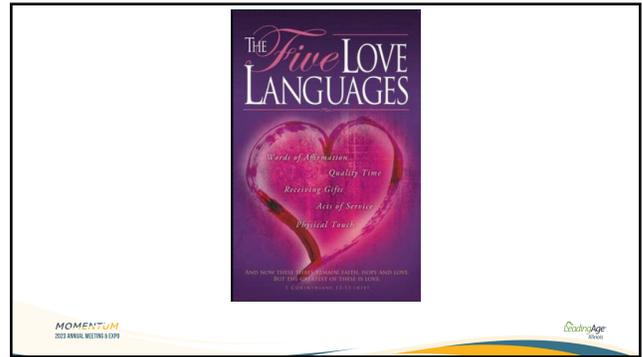
42



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43



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44



Security

- Creating a workplace environment where people feel safe
- Giving people your attention
- Protecting your people

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45



Security

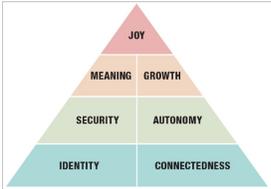
- Creating a workplace environment where people feel safe
- Giving people your attention
- Protecting your people

- To be equipped
- To have a sense of belonging
- To be valued
- To engage in meaningful work
- To have opportunities to grow

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Autonomy

- Freedom to choose
- A sense of control

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Autonomy

- Leading from the front
- Leading from behind

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Articulating vision of the future

Aligning team with mission & values

Injecting energy & lead by example



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Promotes a nurturing mindset

Creates a culture of ownership

Creates more leaders

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Autonomy

Leading from the front

Leading from behind

- To be equipped
- To be valued
- To engage in meaningful work
- To have opportunities to grow

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Meaning

Having purpose

Finding meaning

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Meaning

Aligning peoples' work to their organization's mission & outcomes

Collaborating with your people

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53



Meaning

Aligning peoples' work to their organization's mission & outcomes

Collaborating with your people

- To feel a sense of belonging
- Being valued
- To engage in meaningful work
- To have opportunities to grow

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Growth
Learning & development
Evolving & growing

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Growth
Providing meaningful training
Developing career paths
Seeing & encouraging potential

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56

Growth
Providing meaningful training
Developing career paths
Seeing & encouraging potential

- To be equipped
- To feel a sense of belonging
- To be valued
- To engage in meaningful work
- To have opportunities to grow

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Joy
Contentment
Enjoyment

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Joy
Experiencing...
Moments of emotional joy & contentment
Greater resiliency

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Revolutionizing the Experience of Home by Bringing Well-Being to Life:
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Joy
“The best soil for joyful moments is always found in places where relationships are deep, rich, and intensely meaningful.”

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Reinforces what's important
 Inspires people to grow
 Creates a sense of community

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61



Joy
 Experiencing... Moments of emotional joy & contentment
 Greater resiliency

- To be equipped
- To feel a sense of belonging
- To be valued
- To engage in meaningful work
- To have opportunities to grow

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DISRUPTING THE STATUS QUO OF SENIOR LIVING
 A MINDSHIFT



JILL VITALE-AUSSEM

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PROVIDER DIRECTED	STAFF CENTERED	PERSON CENTERED	PERSON DIRECTED	CITIZENSHIP
Management makes most of the decisions with little conscious consideration of the impact on elders or staff.	Staff consult elders or put themselves in elders' place while making the decisions.	Elder preferences or past patterns form basis of decision making about some routines.	Elders make decisions every day about their individual routines. When not capable of articulating needs, staff honor observed preferences and flexing habits.	Elders have influence on their community, they are problem solvers, they share responsibility for each other, they are expected to contribute. The organization, leadership, management and staff support people to exercise autonomy, connection and well-being, and work to remove systemic barriers.
Elders accommodate staff preferences; are expected to follow existing routines.	Elders accommodate staff much of the time— but have some choices within existing routines and options.	Staff begin to organize routines in order to accommodate elder preferences — articulated or observed.	Staff organize their hours, patterns and assignments to meet elder preferences.	

LOW CONTINUUM OF PERSON-DIRECTEDNESS HIGH

Developed by Crilly, Nelson, and Morsucci, 2006. Adapted by Christian Living Communities, 2021.

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65



LEADERSHIP SUMMIT

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LEADERSHIP SUMMIT

- Organization alignment
- Variety of interactions
- Fresh ideas & actionable solutions
- New strategies
- Collaboration & synergy
- Communication & relationships
- Buy-in & commitment

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LEADERSHIP SUMMIT



Bruce@prioriteams.com

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70





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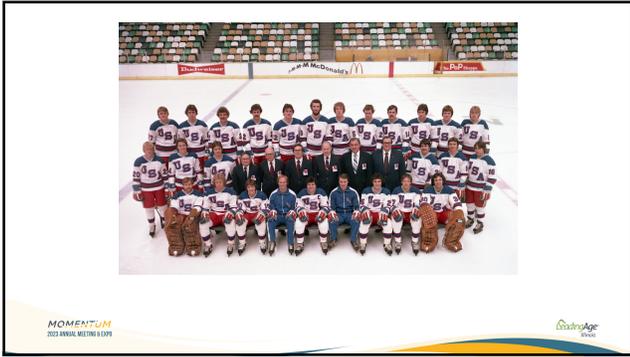
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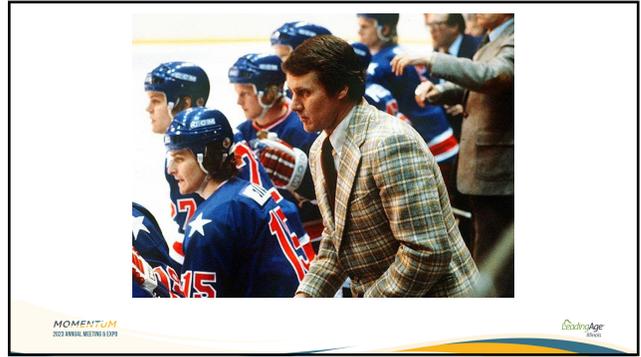
72



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LeadingAge
Senior

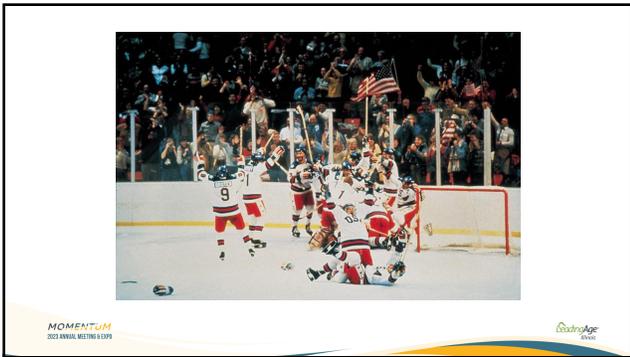
73



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LeadingAge
Senior

74



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LeadingAge
Senior

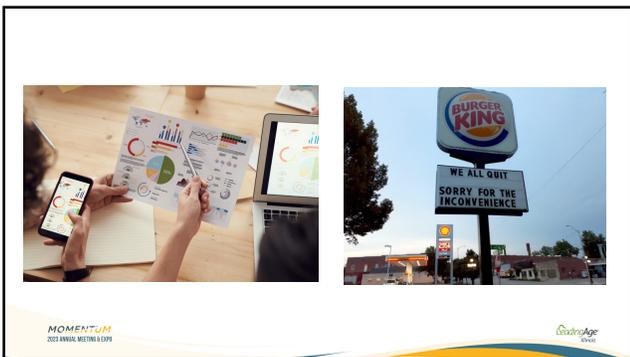
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LeadingAge
Senior

76



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Senior

77



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Senior

78

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79

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80