

Change Ideas Worksheet

Overview

Goal

To investigate innovative practices within your nursing home and articulate change ideas to share with the wider community.

Description

Our work calls us to move from old culture (task oriented, schedule directed) to new culture ideas (resident, relationship-based—see change package). This involves an array of ideas, practical solutions, and creative person-centered planning to begin to bring about this type of change.

In our work as the Quality Improvement Organization (QIO) for Ohio, we have been given the charge to create change in nursing home culture that moves all involved parties--staff, family, and residents, communities, and federal organizations into a new way of thinking and relating. Examples of creative, innovative strategies exist all around the country and are becoming the new way of doing business in nursing homes. The QIO community is helping in this effort to bring about this change.

The Ohio KePRO Nursing Home Team has found that the best change strategies usually come from the creative work of teams within individual nursing homes. We ask you to join with us to begin to shape the future progress of nursing home culture change by collecting change ideas that work within your nursing home. These ideas can range from simple solutions to very creative and complex organizational strategies. However big or small, these ideas are those which have helped to move the change process and equally offer valuable lessons to those who journey after us to try to make these changes.

As you experience these ideas in action, we ask you to fill out the Change Ideas Worksheet on page two of this document. Culture change reformers are already acknowledging this tool as the missing link in helping others to learn how to go about ushering in a culture of person-centered care. We ask that you send these strategies to us so that we can share them with the national nursing home community. You can e-mail electronic documents to lrc@ohqio.sdps.org, fax to 216.447.7925 (ATTN: Nursing Home Team), or mail them to the address above.

We also recommend sharing these successes with the staff, residents, and families at your nursing home. A template for creating a storyboard can be found in the "Education & Communication Tools" section of the Nursing Home Culture Change Resource CD-ROM. Download the template and "save as" a PowerPoint presentation to modify.

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Typical issues & evidence of discordance:

“What is the difficulty with the current process?”

Barriers:

“What could be causing the difficulty?”

Goal:

“What are we trying to accomplish toward person centeredness?”

Infrastructure helpful to support the change:

“What do we need to put in place to make these changes happen?”

Measurement possibilities:

“What can we measure to show a change?”

PDSA Cycles:

Provides ideas for using the Model for Improvement with this topic

Questions to consider:

“What questions can we ask ourselves to open a dialogue on this subject?”

Change Ideas:

“What new ideas, systems or procedures can we implement to bring this topic into PDC?”

Resources:

“What other literature, video, books can help learn more about this?”