

June 2019 Monthly Bulletin - News and Updates

Issue 3



We Need your *Input*

HELP US IDENTIFY
WHAT'S WORKING
WELL &
OPPORTUNITIES FOR
GROWTH IN OUR
GREEN HOUSE HOMES

YOUR OPINION MATTERS!
MERIT IS THE ONLINE
TOOL FOR ALL STAFF



Why bother?
BECAUSE OUR ELDERS
DESERVE THE VERY BEST!

CLICK THE LINK
[HTTPS://TINYURL.COM/ENTERMERIT](https://tinyurl.com/entermerit)
THE ASSESSMENT IS OPEN JUNE 24-JULY 26

MERIT is LIVE!

"The MERIT tool has benefited us by forcing us to continually focus on how well we are sustaining the GH model. We are honest and critical of ourselves as we have high standards and continually strive to get better."

**Mark Rayner, Director of Health Services/
Administrator at John Knox Village
Pompano Beach FL**

M•E•R•I•T
Model Enrichment Resource & Integrity Tool

This once-a-year multi-stakeholder assessment of all employees and sages, launched on Monday, June 24. For the next four weeks, all Green House organizations will hear the voice of the employee on how the GH model is getting lived out on a daily basis. We are striving for 100% participation of all Green House organizations.

[Click here for more information on the MERIT Staff Assessment.](#)

[Click here to download a flyer to promote MERIT participation.](#)

MERIT takes 20 minutes, but the feedback is invaluable.

Listen and Learn Tour Underway!

The Green House Project has begun contacting organizations and their leaders to *connect* and *engage* with our Listen and Learn Tour. Connecting with many of our partners is like renewing old friendships and for others, it is about establishing new relationships. Your stories of success and

challenge represent incredible learning opportunities as the Green House model continues to evolve.

We are looking to you – our partners, to share your experiences, ideas and points of view. By exchanging ideas and learning from you, the Green House team can better understand the contributions being made to the model across the country, while building lasting relationships through our network of thought leaders.



Best Life

Green House Dementia Specialist, Anne Ellett

Have you and the Elders thought about a pet in your Green House home? You won't want to miss listening to this webinar! Hear practical information on how to take care of a pet AND the amazing stories of how Elders embraced their new member of the house.

Click here for the webinar:
[Value of Pets in the GHH](#)

Upcoming Webinars:
July 18_Overview on Shared Decision Making

Recorded Webinars You May Have Missed!
[Workforce: Recruit](#)

McKnight's SENIOR LIVING

News, perspective and analysis

Guest Column by Green House Dementia Specialist, Anne Ellett, featured in McKnight's

"In the field of aging services today, a confluence of factors is creating an imperative to move the needle toward more forward-thinking dementia care. These factors — the increase in the number of people living with dementia (PLWD), societal attitudes about them, and the proliferation of memory care programs — constitute a call to action to create more relationship-rich, person-directed approaches to care."

[CLICK HERE to read the full story](#)

Development Updates



The [Wyoming Life Resource Center](#) is located in Lander, Wyoming and will be home to ten new Green House homes set to begin opening in 2020. Nestled on a beautiful campus with gorgeous scenery,

the organization is engaged in deep cultural transformation. The

[and Retain the Best](#)

[Balancing Elder Wishes with Therapist Productivity Goals](#)

[Medication Pass in the Green House Home](#)

[Payroll Based Journal - What you need to know](#)

[Green House 2.0 Cultural Transformation](#)

[What's Up with LinkedUP](#)

\$145 million dollar project is funded by the Wyoming Legislature and will include Skilled Nursing in addition to Intermediate Care.

Hover Community is located in Longmont, Colorado and will be home to four new Green House homes set to begin opening Fall of 2019. Hover Community has an excellent reputation for offering Senior Independent Living and Assisted Living. The addition of the Katherine & Charles Hover Skilled Green House homes will fulfill their mission to offer the full continuum of care.



Learning Zone

Research shows high performing teams receive more training and support.

Research conducted by Training magazine and The Ken Blanchard Companies found significant gaps between the support and training for high performing teams versus average teams.

The top three factors identified to impact the level of effort individuals put into the teams they work on:

1. Whether I trust the other team members
2. The level of support I get from my team leader
3. Whether or not team members are allowed to share opposing opinions and disagree with each other

Here are the seven areas the article suggests exploring as a starting point:

- 1. Purpose and values.** Does the team share a strong sense of purpose and a common set of values? Does the team have an agreed-upon compelling vision and clear goals?
- 2. Empowerment.** Do team members have authority to act and make decisions? Does the team have clear guidelines about what is and isn't out of bounds?
- 3. Relationships and communication.** Is the team committed to open communication? Do people feel they can take risks and share their thoughts, opinions, and feelings without fear?
- 4. Flexibility.** Do team members feel a shared responsibility for team performance, development, and leadership? How does the team adapt to changing conditions?
- 5. Optimal productivity.** Is the team committed to high standards and quality? Do team members hold each other accountable and strive for continual improvement?
- 6. Recognition and appreciation.** Do team members provide each other with positive feedback and recognition?
- 7. Morale.** Are team members enthusiastic about their work? Are they proud of their results and of belonging to the team?

For more on the survey results, check out the article, WORK TEAM TRAINING AND PERFORMANCE GAPS, at <https://trainingmag.com/trgmag-article/work-team-training-and-performance-gaps>

How does Green House Education support the seven elements above?

The NEW Core Education drills down into the Empowered Staff core value, creating an empowered self-managed work team working in collaboration with all clinical support team members. Designed around the Green House core values, this class grounds learners in a shared purpose and value-based decision making. Core education teaches critical communication skills, a conflict mediation process, and extensive team building exercises. There is one more train-the-trainer session in 2019 – October 21-25 in Pompano Beach, FL. Click here to register!

<https://greenhouseproject.wufoo.com/forms/m67beu51wx7u9o/>

Green House coach-specific classes equip organizations to operate in coaching culture. Coaching Supervision for administrators, DONs, Guides, and other coaching leaders, September 10-12

<https://greenhouseproject.wufoo.com/forms/m16ak1h11xf0jf9/>

Coaching for Partnership train-the-trainer to Equip in house Educators to teach coaching skills to clinical support team members. Look for details coming soon for a November class.



Green House Education/Project UPDATES



Coaching Approach to Leading Change

Leading an organization through major change is no easy task...that's why Green House partners attend Coaching Approach to Leading Change. In June leaders from the **Wyoming Life Resource Center** in Lander, Wyoming participated in this two-day education program that explores fundamental skills in a coaching approach to leadership and what participatory leadership and decision making includes in day to day operations. Wish them much success in this new journey!



New Core/Best Life Green House Educator Graduates!

Congratulations are in order for this latest round of Green House Educators to complete the all-new Core/Best Life education. This June 2019 class was held at **The Green House Cottages of Poplar Grove** in Little Rock, AR. Wishing them much success as they return to their communities to teach their team members this new curricula!

Coaching

Coaching Corner

Working with a peer to practice coaching

One of the best ways to hone your coaching skills is to coach another coach. (Your Green House educator is a good choice!) It keeps you on your toes when the other person knows how you are *supposed* to be doing it!

Interrupting – A habit to break for any coach!

For some of us interrupting is a habit we aren't very aware of. Often interrupting happens by those who are verbal (out-loud) processors and when we are excited about the info being shared. Frequent interrupters tend to be perceived as dishonoring and frustrating to talk to—not the kind of image you want to cultivate as a coach!

Are you an interrupter? If you want to find out, here's a revealing exercise. First, record one of your coaching conversations (can often be done on your cell phone). Then fast-forward to the middle (by then you'll have forgotten you're recording yourself), listen to the recording, and make a note every time you hear each of the three following things:

-*Interruption*: I interrupted or made a comment while the person being coached was still talking

-*Talking Over*: I kept talking when the person being coached tried to interrupt me; or when we both started simultaneously, I failed to defer to them

-*Talking For*: I finished the other person's thought for him/her

The Solution: Count to Two

Here's a simple discipline you can practice to break an interrupting habit. Make a commitment to count to two ("one, one thousand; two one thousand") after the team member has stopped speaking before you reply or ask a question. If the person begins speaking again before the two seconds is up, good! They have more to say!

Your goal as a coach is not to interject YOUR ideas, but to help the team member explore and implement their own!

The above tips are contained in the following book: ***Coaching Questions***
A Coach's Guide to Powerful Asking Skills by Tony Stoltzfus.



What's Happening at YOUR Green House Homes?

Magic Hands Quilting in Lander, Wyoming

Toni Coffee shared a beautiful hand made quilt designed and created at The Wyoming Life Resource Center (WLRC). She led the collaboration with the help of clients living on the campus. The long history of the organization is depicted in photographs that were transferred onto quilt squares. The quilt is made of recycled material. Over the years, clients would swim in ponds and camp in nearby campgrounds. Eventually a recreation center with a swimming pool was built. Today



the WLRC is constructing 10 Green House homes that will allow the Lander, WY campus to expand its mission to include new skilled nursing services.

Is your home represented on The Green House Community Quilt?

If not, contact Mary Hopfner-Thomas for details.

We'll make sure it's included and you can see your results at the 2020 Green House conference!

mhopfnerthomas@thegreenhouseproject.org



Have you been searching for a way to connect?

**Get signed up in a LinkedUp group:
Monthly group phone calls to
Learn/Share/Network**

Shahbazim – 4th Thursday 4pm – 4:30pm ET

Guides and Educators – 4th Friday 12pm – 12:45pm ET

Sages – 3rd Tuesday 12pm – 1pm ET (every other month)

Nurses – 3rd Wednesday 2pm – 3pm ET



To sign up email: dwiegand@thegreenhouseproject.org

The Green House Project
www.thegreenhouseproject.org

