



May 2019 Monthly Bulletin - News and Updates

Issue 2



LISTEN & LEARN Tour ...Coming Soon!

The Green House Project is eager to *connect* with our partners across America. The time is right to capture the richness of your stories, lived experience and change-making testimonials.

Our collective strength lies within the community of thought leaders as we embrace and speak with one voice to revolutionize culture change.

We want to further *engage* with YOU as we embark on a LISTEN and LEARN initiative, endeavoring to capture your stories of change, one community at a time.

Too often long-term care leaders are riddled with bad press, yet we know there is success to celebrate. There are practices you have created that lead to impactful outcomes for elders, families, staff and your organizations. There are unsung heroes in your midst. It's time for GHP to listen and learn and celebrate.



The GHP Peer Network has been a vital part of Green House for over a decade. Now with even greater intention, the Peer Network is LinkedUp! The goals of LinkedUp are to *connect, engage and impact!* Let's leverage the power of the network! Let's learn and grow together!

Look for a message from the Green House Project team detailing opportunities when we may be in a neighborhood near you, or perhaps connecting by phone with old friends. Join us for an upcoming webinar on May 30th at 3pm ET to learn more.



Dial: 872-240-3311 Access Code: 593 381 269#

<https://www.gotomeet.me/GreenHouseProj>

What's Up with LinkedUp

Webinar

Thursday, May 30th
3pm ET



June...

the wrapping up of another school year, celebrating graduations, hitting the golf course or the beach...having backyard BBQs, and tending to gardens.

It's also a time to tend to the garden of GH data collecting!

M•E•R•I•T

Model Enrichment Resource & Integrity Tool

That's right, in June we will launch the MERIT assessments. This once-a-year data collection period joins all Green House Projects in making the case for Green House and protecting your brand. In mid-June, key leadership will submit clinical, financial, and staffing outcomes (including new questions on Green House staffing).

On June 24 the MERIT Staff Assessment launches. This is the 5th year we are collecting data on how the GH model gets lived out in your homes. Since its development in 2015 nearly 5000 Green House team members have participated in the model fidelity assessment.

The time is now to develop your plan for achieving a 100% participation rate. (It can be done!)
Look for more details in the coming weeks on both MERIT assessments.

Data inspires progress and galvanizes change. To know where we need to go, we need to know what we've achieved – where progress is being made and where major challenges remain.

Maura Pally, Exec. Dir. Clinton Foundation

Learning Zone

“THE MIND IS NOT A VESSEL THAT NEEDS FILLING BUT WOOD THAT NEEDS IGNITING.”

– PLUTARCH, GREEK HISTORIAN.

Ever wonder why The Green House Project keeps talking about beliefs, behaviors, and systems? What's all the fuss?



According to Srini Pillay, M.D. in Smart Learning Design: How brain science can impact learning design (May/June 2019 Training Industry Magazine), “Don’t expect facts to shift thinking...People do not live their lives by factual evidence. They cling to their beliefs.” Therefore according to Pillay we need to, “...design learning that allows people to explore their beliefs and how their beliefs differ from the facts....Forming new beliefs is essential for new action.”

Deep, sustainable change requires an alignment of beliefs, behaviors, and organizational systems.

If you want to know more on how GHP education



shifts beliefs, behaviors, and systems,
reach out to Marla DeVries at
mdevries@thegreenhouseproject.org

Get equipped with the all NEW Core Education
content integrated with the Best Life approach.
[Click here to read more about it!](#)



**Best
Life**

Green House Dementia
Specialist, Anne Ellett
speaks out about:
**The Importance of
Normalcy for People
Living with Dementia**

Upcoming Webinars:

**May 28 - Building a
Better Workforce:
Recruit and Retain the
Best**

**May 30 - What's Up
with LinkedUp**

**June 4 - Cultural
Transformation:
Unpacking Model
Retention**

**June 5 - Payroll
Based Journal**

**June 6 - The Value of
Pet Companionship in
a GH Home**

**June 13 - Balancing
Elder wishes with
therapy goals**

Webinars you may

Attention: Owners, Executive Leaders and Business Office Managers!

You won't want to miss this presentation:
Payroll Based Journal Reporting

PBJ: What YOU need to know! Webinar Wednesday, June 5 3pm ET



**How does your organization record Shahbazim hours?
Are you at risk for an audit?**

If you are reporting 100% of the Shahbazim time as direct care, it may trigger an audit. Recently, three Green House adopters in three states were audited because they reported 100% of their Shahbazim hours as "direct care." Green House homes impacted by PBJ can learn from one another how best to set themselves up for success.

Presenters include:

**Alan Brown, COO, Methodist Senior Services
Jim Zuelzke, Director of Accounting, Methodist
Senior Services**

Green House Project Guide, Claire Lucas will host this webinar.

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have missed:

-What is Green House 2.0

-Alarm Elimination

-The Value of the Sage

-Institutional Creep

Green House Education/Project UPDATES



Coaching for Partnership

Congratulations to these Coaching for Partnership Educators! On May 10th they completed the four day training that will equip them to teach this critical education to Clinical Support Team Members (CSTM) in Green House homes. Seven communities were represented in this class, which provided for rich conversation and wonderful networking opportunities! We wish these educators much success as they teach this curriculum in the near future!



Coaching Supervision

Congratulations are in order for these coaching leaders – April 30 - May 2 they attended Coaching Supervision in Baltimore. Being a coaching supervisor includes understanding coaching skills AND having a coaching mindset while holding the team and its members accountable for agreed-upon actions. Wishing these leaders only the best as they continue in their Green House journey!



West Vue Housewarming Visit

May 15 & 16 was the housewarming visit at the West Vue Green House homes in West Plains, MO. On the first day it's a chance to meet with Elders, families and team members to develop relationships...the second day is all about education. Such warm, comfortable and beautiful homes managed by a great team of staffers and guides! Congratulations to all!

Coaching

Coaching Corner

Here are some practical tips for Managing YOUR Energy during a Coaching Conversation:

- **Breathe.** When stressed, we tend to take short, shallow breaths. This reduces our capacity for engaging fully in the moment. When you sense any tension in your neck or jaw, or someone has said something provocative and you get a rush of emotion, take a deep breath before responding. (Remember YOUR Pull-Back Strategy!)
- **Stay positive.** If you feel yourself getting tense, anxious, frustrated, or angry, draw on your physical energy by breathing to create a positive shift.
- **Direct your focus.** Choose to focus on the present, instead of on the past(whatever just happened) or the future (what you hope will or will not happen). What needs to happen in this moment?
- **Remember why you're having this conversation.** What's my purpose here? What values do I want to demonstrate in the way I interact during the conversation?

The above tips are contained in the following book: ***Coaching for Engagement Achieving Results Through Powerful Conversations*** by Bob Hancox, Russell Hunter and Kristann Boudreau

What's Happening at YOUR Green House Homes?



Manicures and Pedicures for Mother's Day!

Shahbazim at The Green House Homes in West Vue certainly knew how to honor the ladies on Mother's Day weekend...it was pedicures and manicures for all the ladies. For some of the elders, they had never experienced such pampering!

Kudos to the Shahbazim for all of their hard work and effort to make it a truly special Mother's Day weekend!

Do you have a story to share about what's happening at your Green House homes? Send a short message and include some photos...we would enjoy sharing in a future LinkedUp bulletin!

Send to: mhopfnerthomas@thegreenhouseproject.org

Have you been searching for a way to connect?

Get signed up in a LinkedUp group:

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

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

Sages – 3rd Tuesday 12pm – 1pm ET

Nurses – 3rd Wednesday 2pm – 3pm ET



To sign up email: dwiegand@thegreenhouseproject.org

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