



THE GREEN HOUSE PROJECT

Response to COVID-19 | April 30, 2020 | www.thegreenhouseproject.org

LEADERSHIP

The two most frequent mantras of GHP are, “It’s all about leadership,” and, “It’s all about relationships.” Leaders have the ability to calm a system by checking anxiety at the door, believing in the strengths of one another, and leaning on the belief, that we’re all in this together. There is a human element to a pandemic, whether an organization has active cases or not.



CORE VALUES

The Green House model is based on three core values and associated essential practices.

Meaningful Life – a focus on relationship-rich, elder-directed living; elders have autonomy and control over the rhythms of the day.

Empowered Staff – a fully empowered workforce of high performing teams in a coaching culture. Radical redesign of the traditional hierarchical system.

Real Home – the built environment creates intentional communities of belonging, leverages the power of normal and removes institutional artifacts.

THREE TAKEAWAYS

RELENTLESS OPTIMISM • AND • GROUNDED PRAGMATISM

Leaders need to acknowledge the current reality, in a time of uncertainty, and express the mindset, “we are not going down without a fight!”

CRITICAL QUICK THINKING • AND • DECISIVE ACTION

A leader can calm a system and lessen anxiety by modeling quick critical thinking and taking decisive action, grounded in organizational values and a strong sense of self.

OVER-COMMUNICATE • AND • REMEMBER THE HUMAN ELEMENT

Frequent transparent communication lessens organizational anxiety. Create a partnership with your stakeholders with a mission of keeping them informed. We are fighting a disease that affects real people. Never lose sight of the people, their losses, their worries, and the impact on their wellbeing.

DISCUSSION QUESTIONS

1. HOW WOULD OUR TEAM MEMBERS ASSESS THE LEVEL AND METHODS OF COMMUNICATION DURING THIS TIME OF COVID-19?
2. HOW HAVE WE, AS LEADERS, BEEN ADVOCATES FOR WHAT MATTERS MOST? WHEN HAVE WE NOT ADVOCATED OR STOOD UP FOR OUR CONVICTIONS AS WE SHOULD HAVE?
3. HOW HAVE WE CELEBRATED AND INSTILLED A LEVEL OF FUN AND LIGHTEARTEDNESS DURING THIS TIME?

TAKE ACTION

1. Read the story, “A Picture of Peace,” on the next page. Assess with your team how well leadership has helped to calm the system versus increased the anxiety within the home.
2. Examine your communication strategies and opportunities for outside collaboration with local hospitals and organizations. Have you asked for what you need?
3. Assess your current strategies regarding cohorting of elders, stockpiling of PPE (and keep looking for more) and being equipped for isolation. Give yourself a grade. If it is not a high enough mark, meet with your team to develop a plan.

A Picture of Peace

There once was a King who offered a prize to the artist who would paint the best picture of peace. Many artists tried. The King looked at all the pictures, but there were only two he really liked, and he had to choose between them.

One picture was of a calm lake. The lake was a perfect mirror, for peaceful towering mountains were all around it. Overhead was a blue sky with fluffy white clouds. All who saw this picture thought that it was a perfect picture of peace.

The other picture had mountains, too. But these were rugged and bare. Above was an angry sky from which rain fell and in which lightening played. Down the side of the mountain tumbled a foaming waterfall. This did not look peaceful at all. But when the King looked, he saw behind the waterfall a tiny bush growing in a crack in the rock. In the bush a mother bird had built her nest. There, in the midst of the rush of angry water, sat the mother bird on her nest in perfect peace. Which picture do you think won the prize? The King chose the second picture. Do you know why? "Because," explained the King, "peace does not mean to be in a place where there is no noise, trouble, or hard work. Peace means to be in the midst of all those things and still be calm in your heart. That is the real meaning of peace."

Author Unknown



In 2003, The Green House Project (GHP) introduced the first truly disruptive model of long-term and post-acute care – a model that stands today as a catalyst for the movement to transform care for older adults. Designed to ensure that elders have the autonomy and respect they deserve, Green House homes destigmatize aging and humanize care for those who live and work there. With 300 homes in 32 states (and counting), GHP leverages the collective experience, wisdom, and evidence base behind its success.

Rooted in the evidence base that has made the Green House model a global game changer in healthcare and the field of aging services, [GHP's Cultural Transformation](#) process is designed to help you achieve a truly person-directed environment. Everyone deserves to grow and thrive no matter where they reside, and central to the Green House philosophy is that both elders and staff are valued and have intrinsic worth.

To impact lives in a meaningful way, it is imperative to infuse the entire organization with optimal systems and structural changes designed to create a cohesive approach to person-directed care. Green House 2.0 is designed to propel forward the organization's leadership in small-house design; person-directed, relationship-rich living; leading-edge dementia care; and innovative partnerships. Whether you want to transform your existing home or build Green House homes, GHP is here to help.

If you would like more information on how we can help your organization utilize the Green House philosophy and approach in a COVID-era and beyond, contact inquiries@thegreenhouseproject.org and a member of the project management team will be in touch with you.

Join us for the complete Elevate – Rise Above the Chaos series:

<https://www.thegreenhouseproject.org/events/webinars/covid-19-webinar-series>