



GROW AND LEARN WITH US



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Education is at the core of everything we do. For more than twenty years, The Eden Alternative® has inspired and empowered care partner teams to successfully practice person-directed care through the scope of our Ten Principle Philosophy.

The Eden Alternative offers a variety of educational experiences. Our offerings are designed to help individuals revolutionize the culture of aging and care in their organization and in their wider communities.

It is said that education is the antidote to fear. As we face the reality of a health care system that is ill-prepared to meet the needs of a growing aging population, improving the quality of care is a responsibility we all must share. As care professionals and community citizens, we need practical tools and meaningful approaches to care that empower each of us to become part of the solution.



It Can Be Different

OFFERINGS FOR LONG-TERM CARE COMMUNITIES...

From the Open Hearts Series...



Certified Eden Associate Training

Changing lives for over twenty years, Certified Eden Associate Training is an exciting and challenging 3-day journey into the world of person-directed care. As the most widely practiced, comprehensive approach to person-directed care, Certified Eden Associate Training has been proven to offer practical tools, resources, and inspiration that empower individuals and teams to initiate and maintain effective change in long-term care.

Through our Ten Principle approach to person-directed care, participants will:

- ⇒ Tap into the cutting edge of the person-directed care movement;
- ⇒ Return equipped and inspired to initiate change;
- ⇒ Gain powerful team building skills to strengthen care partnerships;
- ⇒ Learn how person-directed care drives improved quality and financial performance;
- ⇒ Get connected to a broad network of person-directed care resources worldwide; and
- ⇒ Contribute to reframing the culture of care and perceptions of aging in our society.



Who should take this training?

- ⇒ Leadership teams from organizations along the entire care continuum seeking to grow their teams and transform their organizational culture;
- ⇒ Representatives of any long-term care communities who are interested in initiating a culture change journey in their organizations. This flagship training is an essential first step for organizations who wish to adopt the Eden Alternative Philosophy and join the Eden Registry; and
- ⇒ Long term Care, Community Care and Disability Organisations as well as Policy Makers interested in learning more about person directed care.



Open Hearts, Open Minds

An Introduction to the Ten Principles of the Eden Alternative

Open the hearts of everyone who lives and works within your organization with this compelling introduction to the power of the Eden Alternative's Ten Principles. This 1 day learning experience is a meaningful, cost-effective way to welcome new employees to life in a person-directed care culture. Once hearts are opened, minds will follow!

Participants will:

- ✧ Gain a foundational understanding of The Eden Alternative;
- ✧ Be inspired to join the organization's culture change journey; and
- ✧ Learn why change is important to the well-being of the whole care partner team.



Care Partners

Putting Person-Directed Values into Practice

This engaging 1-day interactive learning experience will inspire Elders, employees, and family members to actively embrace their role as care partners and prepare them to work effectively together. *Care Partners* takes learning about the Eden Alternative Philosophy to the next level by demonstrating how to more deeply weave The Ten Principles into daily life within your home.

Participants will:

- ✧ Gain a practical understanding of the Eden Alternative Philosophy and Principles;
- ✧ Learn how to apply the Eden Alternative Principles to a variety of needs; and
- ✧ Identify ways to make a better world for Elders and themselves.



Who should consider these trainings?

Eden Registry Members and other organizations interested in sharing the Eden Alternative Philosophy more widely within their organizations. Consider one or all of these trainings designed to power up your Eden Alternative journey. Try any one alone, or use them together, to frame a sequential growth process that helps create inspired, highly collaborative teams.



The Eden Alternative and the Australian Aged Care Quality Standards

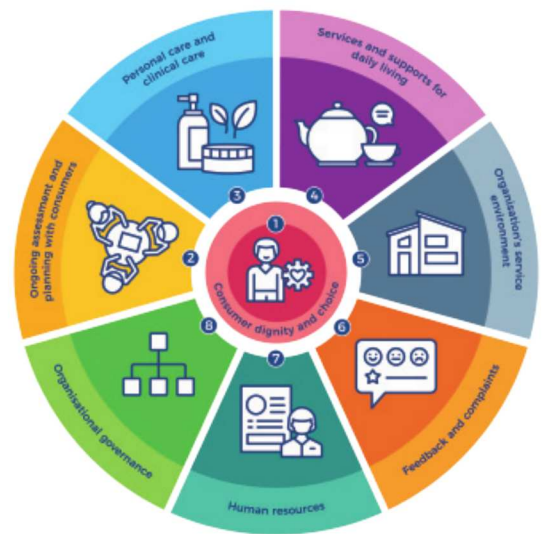
Relationship directed care and the provision of wellbeing for all. Building strong care partner teams embracing choice, autonomy and empowering older people. Turning rhetoric into action.

The new Australian Aged Care Quality Standards came into effect on the 1st July 2019 and impact all service providers in the residential Aged Care, Disability and Community Care sectors.

This two day course takes Eden Associates and other team members through the ACQA Standards and aligns these with the tools and intentional power of the 10 Principles of the Eden Alternative.

Through our Ten Principles approach to person directed care, participants will:

- Learn how person directed care drives improved compliance outcomes
- Learn how to align the eight Aged Care Quality Standards and expected outcomes, with the 10 Principles of the Eden Alternative and the Eden Alternative Domains of Wellbeing®
- Apply the power of the combined expertise of care partner teams to strengthen teamwork, and
- Contribute to reframing the culture of care and perceptions of all people of different abilities, in your organisation or community care environment.



Who should take this training?

Representatives of lone term care communities, community care groups and disability services who:

- Have already sent some team members to Eden Associate training
- Are committed to ongoing skill development that supports their culture change journey
- Recognise the vital role of empowering people of all abilities, including clients and residents, in the successful delivery of a person centred model.

Who should consider this training?

Eden Registry Members and other organisations interested in sharing the Eden Alternative philosophy more widely within their organisations and understanding how the new Aged Care Standards and the Eden Alternative are aligned.

Consider one or all of these training options designed to power up your Eden Alternative journey. Try any one alone, or use them together, to frame a sequential growth process that helps create inspired, highly collaborative teams.



GROWTH

Six Steps to Implementing Change

- G** = Get Real
- R** = Reach Out
- O** = Open Up and Dream
- W** = Work Up a Plan
- T** = Take Action
- H** = Hold Steady and Reach Further

This enlightening 2-day training provides a clear step-by-step model to guide individuals and teams in implementing and managing change. Using the 6-step GROWTH model, participants will learn how to methodically work through a logical process that applies to personal, team, and organizational transformation. GROWTH builds on the insights offered through Principle Nine of the Eden Alternative Philosophy.

Participants will:

- ⇒ Leave with a simple, applied model that includes guiding questions;
- ⇒ Gather tools that help move people through the process of change;
- ⇒ Strategize with fellow attendees to overcome the challenges of implementing and managing change in the complex world of Eldercare; and
- ⇒ Develop a specific action plan designed to sustain your culture change journey.

Who should take this training?

Representatives of long-term care communities who:

- ⇒ Have already sent some team members to Certified Eden Associate Training;
- ⇒ Are committed to ongoing skill development that supports their culture change journey; and
- ⇒ Value creating empowered teams capable of thoughtfully-managed change efforts.



Reframing Dementia

An Eden Alternative Perspective

This 1-day learning experience explores the art of building meaningful relationships as the fundamental building block of care that puts the person living with dementia first. Participants gain a powerful appreciation for the role of sensitivity, awareness, and presence in identifying the needs of those living with dementia in long-term care communities. By reframing our perspective of what's possible, we create a culture of care focused on the continued growth and development of people living with dementia and design a life worth living for all!

Participants will:

- ⇒ See dementia and those living with it through different eyes;
- ⇒ Explore the impact of loneliness, helplessness, and boredom on those living with dementia;
- ⇒ Apply practical approaches to relieving these Three Plagues that draw on the development of deep connections with people who live with dementia; and
- ⇒ Identify how we benefit from the unique gifts people living with dementia have to offer.

Who should take this training?

Representatives of long-term care communities who wish to:

- ⇒ Deepen awareness of and responsiveness to the needs of individuals living with dementia through person directed practices;
- ⇒ Implement practice-based solutions that create individualized approaches to improving well-being for people living with dementia and their care partners;

Agency, Industry and policy makers, interested in learning more about the Eden Alternative journey, as it applies to people living with dementia; and

Anyone interested in an introduction to these concepts, as a precursor to *Dementia Beyond Drugs: Changing the Culture of Care*.





Eden Alternative Neighborhood Guide Training:

The traditional, top-down hierarchy and departmental approach to care has diminished performance, crushed creativity, and eroded employee engagement. The “efficiency” model prevents us from raising the art of creating a caring community to its highest level. By adopting a new model based on empowered neighborhood teams, organizational performance can be optimized to address everyday challenges, such as cuts in reimbursement, increased pressure from regulatory agencies, and increased competition for competent and experienced employees. Through a proven 30-module team development curriculum, Eden Alternative Neighborhood Guide Training, created, tested, and licensed by Vivage Quality Health Partners (formerly Piñon Management), provides tools and resources to create deep organizational transformation. This 5-day learning experience creates new efficiencies through closecaring relationships facilitated by the Neighborhood Guide, who serves as a facilitator, coach, and Elder advocate. The Guide’s efforts produce the following outcomes:

- ⇒ Increased organizational efficiency, effectiveness, and flexibility;
- ⇒ Improved quality of care;
- ⇒ Strong, caring relationships and improved well-being for all;
- ⇒ Higher satisfaction for everyone involved;
- ⇒ Reduced employee turnover and absenteeism;
- ⇒ Alignment of team development with the physical environment;
- ⇒ Redefined roles for formal leaders (managers); and
- ⇒ Deepened and sustained implementation of person-directed care.

Who should take this training?

- ⇒ Formal leaders responsible for guiding and empowering teams
- ⇒ Formal leaders responsible for developing neighborhoods and removing organizational barriers to team success



Dementia Beyond Drugs

Changing the Culture of Care

Based on the award-winning book by G. Allen Power, M.D., this in-depth 2-day learning experience uses the framework of culture change to create a new approach to caring for people who live with dementia. Learn why the current paradigm for dementia care can never produce satisfactory results and explore an experiential model that facilitates growth, meaningful engagement, and improved well-being via the application of person-directed practices.

Participants will learn how to:

- ⇒ Identify the limitations of our current approach to care for those living with dementia;
- ⇒ Envision an “Experiential Model” for viewing dementia and recognize the importance of enhancing well-being for all; and
- ⇒ Apply the model to everyday situations of need by using creative solutions to empower individuals to live full and positive lives.

While Reframing Dementia offers an introduction to the Ten Principles, as they apply to building meaningful relationships with people living with dementia, this training takes learning to the next level, through the lens of Dr. Powers’ Experiential Model and the Eden Alternative Domains of Wellbeing®

Who should take this training?

Representatives of long-term care communities who:

- ⇒ Wish to deepen organizational awareness of and responsiveness to the needs of those living with dementia through person-directed practices; and
- ⇒ Specialize in the needs of those living with dementia.





Leadership Pathways to Culture Change

Secrets of Success for Long-Term Care Leaders

Culture change leaders have identified that the most essential ingredient for success is strong leadership. Leadership is a skill set, just as management is. Through this intensive 2-day training, participants will learn how to influence others to move in a positive direction via principle-based empowerment and decision-making. This training builds on the insights offered through Principle Ten of the Eden Alternative Philosophy.

Participants will:

- ⇒ Identify leadership strengths needed to guide a culture change journey;
- ⇒ Practice leadership skills that will improve performance;
- ⇒ Learn how to create a shared vision to guide the organization; and
- ⇒ Return with resources, tools and information to grow other leaders.

Who should take this training?

Representatives of long-term care communities who:

- ⇒ Have already sent some team members to Certified Eden Associate Training;
- ⇒ Are committed to ongoing skill development that supports their culture change journey; and
- ⇒ Recognize the vital role of wise leadership in the successful delivery of person-directed care.



OFFERINGS FOR RESIDENTIAL CARE FOR PEOPLE LIVING WITH SPECIAL NEEDS...

From the Open Hearts Series...

Eden LifeLong Living

Transforming Residential Care for Individuals Living with Developmental, Intellectual, & Psychological Challenges

This engaging 1-day training provides an introduction to culture change and the Eden LifeLong Living Philosophy. Participants will learn how the Eden Alternative Ten Principles can be adapted to residential care environments for the more than 4 million people living with brain injury and developmental, intellectual, and psychological challenges. Owners, directors, and employees will discover how a shift from system-centered to person-centered care can improve the well-being of residents and the care partners that support them, while also improving the quality and financial performance for the organization.

Participants will:

- ⇒ Tap into the cutting edge of the person-directed care movement;
- ⇒ Return equipped and inspired to initiate change;
- ⇒ Learn how person-directed care drives improved quality and financial performance;
- ⇒ Gain powerful team-building skills to strengthen your organization; and
- ⇒ Reframe the culture of long-term care and societal perceptions of people living with different abilities.

Who should take this training?

Representatives of residential living communities for individuals living with developmental, intellectual, and psychological challenges interested in initiating a culture change journey and developing a better understanding of person-directed care.





*The Eden Alternative
Mission*

To improve the well-being
of Elders and their care
partners by transforming
the communities in which
they live and work.

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