

 PHI QUALITY CARE THROUGH QUALITY JOBS

Going Beyond Regulatory Compliance... You ARE Ready!

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MOVING TOWARDS PERSON-DIRECTED, RELATIONSHIP-BASED LIVING

The History of Aging and Care in the U.S. – How did we get here?




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Early in the 20th Century

Elders aged in place with extended families
Or moved into homes with children



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Early Residential Care

Poor Farms/
Psychiatric Hospitals

1934 Social Security
Signed into law



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1940's Society is Changing

Women enter the workforce

People keep moving to cities

Families living far from elders



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Creation of the Nursing Home

Growing numbers of elders needing care and support

Medicare and Medicaid

The Growth of Nursing Homes



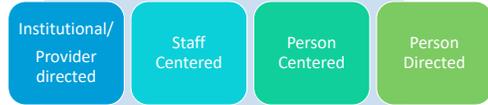
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2018 - Time to Change! REALLY...

Time to move beyond the institution to Real Homes and Person-Directed Living



At the Heart of Culture Change



6

Reflect on Penny Shaw's perspective....



<https://youtu.be/fmKAbegsUnA>

- What do you think if Penny's points?
- What is the message you are taking from Penny Shaw's comments?
- What is the biggest challenge in her words to your practice?

Beliefs, Customs, Behaviors and Language

BELIEFS - *Something that is held with confidence to be true.*

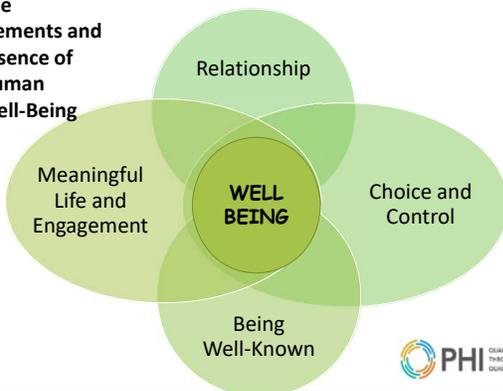
CUSTOMS - *A way of doing things that most people in a culture accept as tradition and beyond question*

BEHAVIORS - *the way we act in everyday life and the way we communicate with each other*

LANGUAGE - *the words we use to communicate to others what we believe and what we think is truly important*



The Elements and Essence of Human Well-Being



So Why Change? It is not really about regulations!

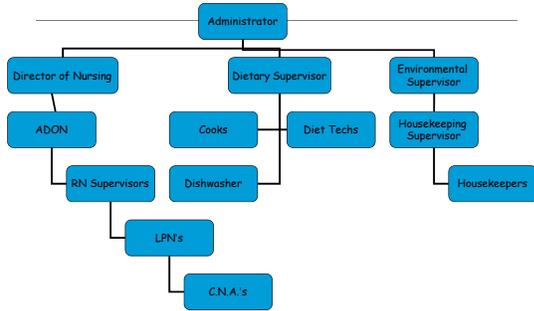
What are you taking away from this discussion?

What is the impact for elders living in homes with these beliefs, customs, behaviors and language?

What happens if these old customs, believes, language and behaviors are demonstrated in our work?



Traditional Power Structure In Healthcare



New Structure



Meaningful Life and Engagement

We crave meaning in our lives.

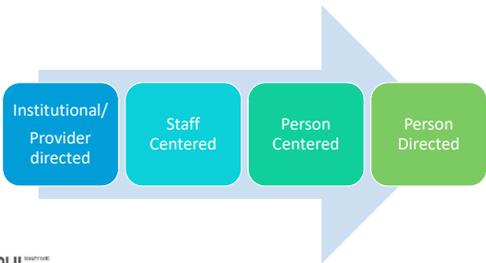
Why get out of bed in the morning without it?

What makes life meaningful to you? What adds joy and satisfaction to your days?

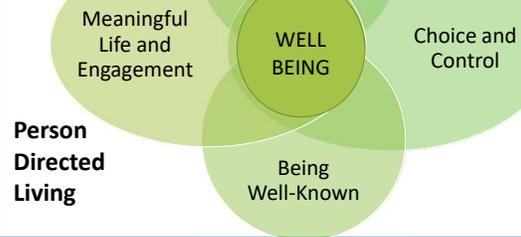
It is time to go out and change the world...



At the Heart of Culture Change



The Elements and Essence of Human Well-Being



Person Directed Living

“There are few presumptions in human relationships more dangerous than the idea that one knows what another human being needs better than they do themselves.”

Michael Ignatieff



Learning Circle

What is one thing you will do based upon what you learned at this conference?

