Wise leadership is about knowing when to ask for help...

We face the largest aging population in global history with a system of care unprepared to honor the voices and choices of the Elders it serves. Changing the culture of care has never been more crucial. Yet, it can feel daunting on your own. Even the most seasoned leader needs a guiding hand sometimes. As change agents, we share a common dream: To achieve sustainable change that deepens the experience of person-directed care for all. Such a unique journey requires focused and customized support.

What if you could access a consultant that didn’t just hold your hand, but rather placed in it the tools, strategies, and practices you need to inspire, engage, and empower your entire team to achieve your dream? What if there was an adaptable, affordable, and highly effective alternative to going it alone?

There is such an alternative…
the Eden Path to Mastery Guide.

“Working with an Eden Path to Mastery Guide has become an essential tool and priceless benefit in advancing our efforts to change our organization’s culture of care. Advancing the Eden Alternative principles and philosophy — a set of ideas that squarely resonate with our organizational mission of supporting members of the entertainment community in living and aging well, with dignity and purpose, and in helping each other in times of need — has become a key ingredient in our evolution and an essential part of our contribution to a greater movement to improve the lives of older people everywhere.”

— Scott Kaiser, MD, Chief Innovation Officer
Motion Picture and Television Fund (MPTF), Los Angeles, CA
Eden Path to Mastery Guides are qualified consultants and educators, who have firsthand experience in the successful application of person-directed care, using the Eden Alternative Philosophy to drive change deeply into organizational systems. The ultimate outcome is well-being for Elders, employees, and family members (the care partner team).

Working collaboratively with the organization’s leadership team, Eden Path to Mastery Guides:

- Assess the current environment and identify opportunities to improve;
- Help you build personal and team action plans with clear goals and objectives;
- Identify tools and resources available to achieve on-target, sustainable outcomes;
- Provide guidance and education suited to your organization’s unique culture;
- Serve as a resource for the team by providing ongoing support;
- Share personal stories and best practices that reinforce person-directed concepts;
- Reinforce all aspects of the Eden Alternative Philosophy; and
- Guide the organization along the Eden Alternative Path to Mastery.

“After 25 years in long term care, I’m passionate about the opportunities I have to work with various organizations, assisting teams on their journey toward person-directed care. Helping teams develop leadership skills that support their culture change journey is extremely rewarding. Over time, the result is a core interdisciplinary team of employees who truly believe in and want to be a part of cultural transformation. This makes life more meaningful and purposeful for all who live and work there.”

— Steve LeMoine

Elder Centered Solutions, LLC
Eden Path to Mastery Guide
Getting support from an Eden Path to Mastery Guide was instrumental in hardwiring the principles of The Eden Alternative. While Eden Alternative training is excellent in teaching the ideas, its Path to Mastery assisted in converting knowledge into practice by guiding the use of the principles in actual organizationally specific circumstances. — Joseph Rich, Director, Risk Management & Regulatory Affairs, Motion Picture and Television Fund (MPTF), Los Angeles, CA

At The Eden Alternative®, our quest to answer these two questions inspired the creation of the Path to Mastery™: The Art of Creating a Caring Community.

A thoughtfully-articulated, flexible framework for effecting change, the Path to Mastery is based on the Eden Alternative’s Ten Principles and more than 20 years of best practices for bringing them to life. Based on a set of four milestones, the Path to Mastery provides a common language and goals that guide organizations along their culture change journey. Organizations using the Path to Mastery as a strategic tool for change and growth strive for the same outcomes, yet how they attain them is a unique reflection of the people who live and work there. This focus on outcomes lies at the core of your consultation process with an Eden Path to Mastery Guide.

Guide service currently highlights Milestones 1 and 2 of the Path to Mastery. Further evolution of the Eden Path to Mastery Guide Service will include support for additional Milestones in the Path of Mastery.

Achieve Mastery

An organization embarking on culture change is asking two strategic questions to guide its planning: “What are we trying to create?” and “How do we make it happen?”
Begin the Journey

Through five site visits, customized content, and ongoing support, Eden Path to Mastery Guides work closely with leadership from organizations new to person-directed practices to affirm that specific outcomes are met through Milestone 1 of the Path to Mastery. These include, but are not limited to:

- Empowering formal leaders with information, knowledge, skills/training, and resources to apply the concepts, principles, and language central to person-directed care;
- Developing a plan for reviewing, and possibly updating, the organizational mission and vision to lock in alignment with person-directed care concepts and the uniqueness of the organization;
- Designing a strategy to integrate person-directed care deeply into organizational systems and processes;
- Focusing attention on leadership development and personal transformation (thinking and skills);
- Making the collection and analysis of data an ongoing aspect of creating the new culture;
- Affirming the full commitment of leadership to the culture change journey; and
- Supporting the core leadership team in the collaborative development of a code of ethics that embodies the input and reflections of all stakeholders.

Milestone 1 of the Path to Mastery is a call to action for leadership teams. It focuses on engaging, equipping, and committing formal leaders for the journey. At this point in the journey, leaders develop a plan for transformation that involves revisiting their organizational mission and vision, determining a strategy for measuring success, and defining how the process of change will unfold. Completion of Milestone 1 marks an organization’s eligibility to apply for Eden Registry membership.

“The Eden Alternative and our Eden Path to Mastery Guide have taught me so much about working with Elders and have helped me to teach others everything I have learned, from understanding the Elders, to the language we use.”

— Marina Leos, Housekeeping Supervisor

Valle Verde, Santa Barbara, CA
Deepen Engagement

Eden Registry Members are eligible for Milestone 2 support from an Eden Path to Mastery Guide. Your team will work closely with your Guide, via five site visits, customized content, and ongoing support, to see that specific outcomes are met through **Milestone 2 of the Path to Mastery**. These include, but are not limited to:

- Delivering ongoing education, focused on person-directed care, for all members of the care partner team (Elders, employees, and family members);
- Promoting the personal transformation of all care partners (thinking and skills);
- Adopting empowering servant leadership skills and approaches;
- Developing strong relationship-building skills across care partner teams;
- Modeling the power of being fully present in the moment;
- Engaging all members of the care partner team (Elders, employees, family members) in creating a caring community;
- Including family members actively in the care partner team;
- Cultivating a learning organization, where information and knowledge is shared openly to promote the growth of all;
- Incorporating the Milestone steps found in the Path to Mastery, the Eden Alternative Ten Principles, and the Eden Alternative Domains of Well-Being™ into strategic planning and quality improvement efforts;
- Integrating the use of person-directed language to support the changing culture;
- Instilling conflict resolution skills and the use of mediators as a consistent feature of the new organizational culture to strengthen healthy relationships; and
- Creating individualized Elder growth (care) plans that directly address the impact of loneliness, helplessness, and boredom.

Milestone 2 of the Path to Mastery reflects leadership’s commitment to spreading culture change throughout the organization and preparing everyone to take an active role in change initiatives. As leadership’s vision moves from dream to reality, employees, Elders, and family members are engaged and begin to recognize their role in developing a caring community by identifying strengths and building on what they each bring to the journey.
Make an Impact

Windsor Healthcare Communities is a New Jersey based company that has engaged an Eden Path to Mastery Guide in four of its long-term care communities. They report a number of positive outcomes due to Guide support, among them:

- Observable changes in the language used, specifically the replacement of institutional terminology with empowering person-directed language;
- Residents getting more involved in committees with encouragement from employee care partners, who have themselves become more empowered;
- Leadership consistently using new tools learned for improved communication, which has increased engagement;
- Residents actively helping each other more and, thus, feeling more engaged in care partnership in general; and
- Leadership avidly sharing what they are learning with their teams, spreading concepts successfully throughout the organization.

“Our organization has four long-term care communities benefiting from the Eden Path to Mastery Guide service. What impresses me is how each community’s unique identity and culture becomes more and more defined and enhanced by this process. Each home has developed a strong sense of ownership of our shared vision for change through the facilitation and support of our Guides. Our teams are thrilled and motivated, determined to be a part of creating deep and lasting change necessary for Elders here to live rich and full lives.”
— Batsheva Katz, Windsor Healthcare Communities, NJ

[Source: Bob Reyes, Windsor Healthcare Communities, NJ]
Are you ready? Change starts here…

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To learn more about working with an Eden Path to Mastery Guide, contact Kathy Hagen, Project Administrator at khagen@edenalt.org or (585) 461-3951 x 3057.

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.