

Continuing to Master Milestone 1

**The Path to Mastery Milestone 2 Flow Chart**

Leadership Growth

- Leaders role modeling the Eden Alternative Golden Rule (M2P10)
- Balancing management and leadership skills to grow the Caring Community (M2P10)
- Leaders initiate and engage in making fun a part of daily life (M2P14)
- Formal leaders role model the mission of the organization and Eden Alternative Principles (M2O3)
- Leadership Team includes formal and informal leaders (M2O10)

Milestone 1 Plans Initiated

- Formal leaders implement their plan to get to know all care partners and some of their story (M2P8)
- Education plan implemented (M2P1-P5)
- Plan to integrate the Ten Principle implemented
- Organizational mission and vision statements reviewed and updated with high involvement from care partners (M2O1-O2)
- Leaders teaching others to use Learning Circles (M2O8)
- Elders have more food choices at meals and snacks (M2O15)
- No agency (temporary) staff utilized (M2O21)

Education

- Organizational commitment to ongoing education (M2P1-P7)
- All formal leaders and one care partner per neighborhood/household are Eden Associates (M2P2)
- All care partners receiving 4 cumulative hours Eden Alternative education per year (M2P3)
- Family, Elder and volunteer care partners provided Eden Alternative information at least quarterly (M2P4)
- Healthcare professionals educated on the Ten Principles (M2P5)
- Care partner education on alternative approaches to bathing (M2P6)

Relationship Building

- Recognize, share and honor uniqueness of each Elder care partner (M2P9)
- All care partners have conflict resolution skills with conflict mediators available (M2P13)
- Elders and families are helping create a caring community (M2O5)
- Simple Pleasures identified for Elders (M2O13)

Implementation of Next Steps

- Healthcare professionals actively engaged in implementation process (M2P5)
- Formal leaders have the autonomy to lead the journey (M2P12)
- Plan developed to create small caring communities with consistent relationships within larger organization (M2O4)
- Plan developed for open access to snack foods of the Elders' choosing all day, every day (M2O16)

Changing Systems and Processes

- Care partner actions demonstrate the value of privacy and sanctity of Elder space (M2O7)
- Eden Alternative and culture change language being integrated throughout the organization (M2O11)
- Care plans include the Elders' input and the Three Plagues (M2O12)
- Large events are meaningful to care partners (M2O14)
- Organizational chart is Elder-centered (M2O20)
- Path to Mastery, Eden Alternative Principles, and Well-Being Assessment tools are part of the quality improvement process (M2O24)

Human Habitat

- Physical environment is personalized to the care partners (M2Ph1)
- Elder rooms are all unique (M2Ph2)
- Elders connecting with larger living world (M2Ph3)
- Integrating plants, animals and children into daily life (M2Ph4)

Tracking progress

- Warmth Surveys (M2O17)
- Integrating Eden Alternative Domains of Well-Being (M2O18)
- Annual data submission (M2O23)
- Setting goals and celebrating with whole organization (M2O19)
- Path to Mastery is part of the strategic planning process (M2O24)

Networking

- Participate in Eden Alternative growth opportunities quarterly (M2P7)
- Family members part of care partner team (M2O6)
- Learning happening across the organization (M2O9)
- Leaders share the Eden Alternative with the extended community (M2O22)

Resources

- Milestone 2 Toolkit
- Haleigh's Almanac
- Animal Welfare Guidelines
- The Eden Alternative Handbook
- Seed Packets
- Certified Eden Alternative Training
- Open Hearts Open Minds DIY Education Kit
- Leadership Pathways to Culture Change Book and Training
- GROWTH: Six Steps to Framing Lasting Change Workbook
- Reframing Dementia DIY Education Kit
- Dementia Beyond Drugs Training
- Empowered Teams Training
- Two Eden Home Office care partners
  - Assist in completing the Registry application
  - Assist in completing the Milestone 1 Assessment Tool
  - Link to expertise on the Registry
- Eden Path to Mastery Guide