

Eden Alternative Trainings worth Noting

Leadership Pathways to Culture Change

This two-day training is written into Milestone 3 of the Path to Mastery. It is step M3P3: “Formal and informal leaders have attended the two-day Eden Alternative Leadership workshop.” It is also a great fit for Milestone 2 organizations if you want to get a head start on Milestone 3. Leadership Pathways teaches the 10 pathways from the book *The Journey of a Lifetime* by Nancy Fox. The curriculum for this training has been recently updated to include tools to help leaders promote high engagement in their journey. Here are some specifics about the training:

1. Audience: formal and informal leaders
2. At the end of every pathway discussion, there is time for each leader to write down how they will bring the pathway to life in their daily practices and how they will teach it to other leaders in their organization.
3. Several exercises during the two days are intended to increase self-awareness for the leaders from assessing their well-being to creating a personal mandala.
4. Tools and skill building during the training include:
 - a) Code of Ethics
 - b) Learning Circles
 - c) Active Kindness
 - d) Three types of power
 - e) Affinity diagrams and high engagement visioning processes
 - f) Principle-driven decision-making
 - g) Diffusion of Innovations
 - h) Character vs Context
 - i) Language and rewriting job descriptions and policies and procedures
 - j) Five conditions of empowerment
 - k) Adult learning styles
 - l) Fishbone diagram

5. The training is approved for 14.25 CE hours through NAB/NCERS.

Dementia Beyond Drugs

Improving dementia care is a really hot topic right now. There are many great programs and educational events happening. So, why should you consider sending people to Lakewood, CO or one of three offerings in Oklahoma to experience ***Dementia Beyond Drugs***? Because this training focuses on continuous growth and well-being for Elders living with dementia; it introduces the Experiential Model. This training experience will shift people’s paradigms and lead to deeper, sustainable changes in care practices. It also aligns beautifully with your Eden Alternative journey and strengthens the culture you are developing.

- Audience: healthcare professionals and others responsible for designing the systems and processes of care within the organization.
- Fits nicely into steps in Milestones 2 and 3 of the Path to Mastery.
- **This training is approved for 14.5 CE hours through NAB/NCERS.**

Neighborhood Guide Training provides incredible resources to prepare leaders to guide the development of empowered (self-directed) work teams.

- Audience: Formal leaders (who can be partnered with informal leaders) who will be facilitating the growth of empowered teams within their organization.
- Attendees leave the training with skills in:
 - Transitioning to the role of a Neighborhood Guide
 - A list of organizational changes to prepare for the evolution of empowered teams
 - A 30-module curriculum to build the teams and teach them new skills to enhance their functioning.
 - **This training is approved for 35.5 CE hours through NAB/NCERS.**

Certified Eden Associate Training Online is an online version of the on-site training available to people within organizations that are moving toward organizational transformation into neighborhoods, households, or family models of care. If you need to train new Eden Associates (by Milestone 3 the goal is 20% of employee care partners) and hosting training or traveling is difficult, this may prove to be a really great option! Some details about the online class:

- An 11-week course that covers all Ten Principles. Sessions last 90 minutes.
- Audience: Employees, Elders, family members, formal leader, Board of Director members from a long-term living organization. Check out the expectations in Milestone 1, 2 and 3 of the Path to Mastery to guide decisions about who to send to the class.
- The list of topics covered is similar to the face-to-face Eden Associate training agenda.
- In between each week's session, the teams have growth work where they put what they have learned into action and prepare for the next class's topic. A great way to re-energize the whole organization.
- Current Eden Associates are encouraged to audit the class to offer additional expertise and support, get refreshed and re-energized.
- Teams of three or more participants from each organization are ideal.
- **This training is approved for 16.5 CE hours through NAB/NCERS.**

Certified Eden at Home Associate Training Online is an online version of the on-site training and is available to people within organizations that provide home and community based services, independent or assisted living environments. . If you would like to become or train Eden at Home Associates and

hosting training or traveling is difficult, this may prove to be a really great option! Some details about the online class:

- The topics and agenda are the same as the face-to-face three-day training.
- An 11-week course that covers the Ten Principles. Sessions last 90 minutes to 2 hours.
- Audience: Employee care partners who work for home and community based service organizations. This training is also a good fit for organizations that provide independent and assisted long-term living environments. Long-term care organizations that also have a home health care division or do community outreach will find this training advantageous.
- The list of topics covered is similar to the face-to-face Eden at Home Associate training agenda.
- In between each week's session, the teams have growth work where they put what they have learned into action and prepare for the next class's topic.
- Teams of three or more participants from each organization are ideal.

Facilitative Leadership will be offered twice this fall. It provides participants with a set of tools that promote high engagement across the organization. Participants learn to ask powerful questions that harness the enthusiasm, creativity and experience of those they collaborate with daily. Specifics about the training include:

1. It is a 5-week class with sessions that last 2 hours.
2. Audience: Formal and informal leaders, Neighborhood Guides, Eden Educators, Eden Mentors
3. Teams of 3 or more participants are ideal.
4. Topics covered during the training include:
 - a. Participatory decision-making
 - b. Five conditions of empowerment
 - c. Decision-making methods
 - d. Facilitation techniques including preventions and interventions
 - e. Effective meeting processes including templates
 - f. Group dynamics
 - g. Facilitating transitions
 - h. Strategic thinking
5. **This training is approved for 7.5 CE hours through NAB/NCERS.**

Wellspring™ Optimizing Medication Systems and Usage Online Collaborative provides tools, resources, out-of-the-box concepts and shared experiences as a vehicle to optimize medication use to each individual the organization supports. Teams from organizations will track data, attend online learning sessions, implement action plans and design sustainable systems that strengthen well-being for all. An additional aspect of this collaborative is a focus on replacing supplement use with real food. Specific details about the collaborative include:

1. Teams of 4 or more participating clinical care partners are ideal, i.e. nurses, CNAs, social workers, physicians, therapists, pharmacist, etc.

2. Each participant will be provided with materials prior to each learning session to help deepen their process of redesigning medication systems and usage. These include articles, tools, and educational materials.
3. Data collection will be done at the beginning and end of the collaborative and quarterly in between. Data will be aggregated and tracked during the collaborative.
4. There will be four 2-hour learning sessions that happen in September, November, January and March.
5. Participating teams will have growth work and action plans to work on in between learning sessions.
6. Collaborative faculty will provide additional support and coaching calls with the teams during the collaborative.
7. There will be a closing celebratory event at the end of the collaborative.

If your organization has an Eden Educator, these trainings are especially worth noting. When Eden Educators attend trainings, they are able to work with their growth partners and bring the trainings back to their organizations at a significantly reduced registration cost per person. Use these, and other, trainings to build the training capacity of your Eden Educator and strengthen your organization in the process.