



ALTERNATIVE®



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(Digby, NS) Tideview Terrace Nursing Home continues to deepen its commitment to improving quality of care and quality of life for the people who live and work there by completing the third Milestone of *The Path to Mastery*™: *The Art of Creating a Caring Community*. This powerful tool developed by The Eden Alternative® guides organizations through the process of transforming their culture by applying person-directed care practices. Through this approach, decisions and actions around care honor the voices and choices of care recipients and those working most closely with them.

The Eden Alternative is a national leader in the “culture change” movement across all care settings. “Culture change” is the common name for a global initiative focused on transforming care, as we know it, for Elders and individuals living with different abilities. It advocates for a shift from institutional models of care to person-directed values and practices that put the person first. Through the Path to Mastery, care organizations can share and benefit from the experience of their peers who have successfully implemented person-directed approach to care. Organizations mastering Milestone 3 are strongly committed to moving decisions into the hands of Elder care partners, or those closest to them, through the development of empowered teams. Milestone 3 drives the creation of a rhythm of daily life in the organization that fits the unique needs of the individuals who live and work there. Through empowerment, all involved develop a sense of ownership and pride in their shared commitment to improving quality of life.

“Milestone 3 has helped us see that when everyone has the skills, resources, and support they need, you have the makings of a great community, committed to providing an outstanding quality of care,” shares Ms. Debra Boudreau, Administrator of Tideview Terrace, “The Path to Mastery continues to play an instrumental part in our commitment to empower the Elders to be the decision-makers in their lives.”

Chris Perna, CEO of The Eden Alternative, notes, “Registry Members mastering Milestone 3 report higher employee retention and satisfaction, more referrals, volunteer interest, and partnership inquiries from schools and community organizations. They are more flexible and adaptable to the preferences of the Elders they serve as well as the changing healthcare system. Self-directed work teams (empowered teams) are able to make decisions that adjust the daily rhythm of life based on the needs of the Elders on any given day. Elders really are the decision-makers in their own lives again.”

Changing the culture of care environments is important to overall public health. Improving the way we, as a society, provide long-term care will have a significant impact on many millions of North Americans, as the population ages and begins to rely more on support to meet basic daily needs.

The Eden Alternative is an international, non-profit 501(c) 3 organization that provides education and consultation for organizations across the entire continuum of care. As a person-directed care philosophy, it is dedicated to creating care environments that promote quality of life for Elders and those who support them as

care partners. Research has shown this leads to improved quality of care and higher rates of satisfaction for everyone involved, while also benefitting the bottom line.