



ALTERNATIVE®

**Creating Caring
Communities**





Brief Overview of The Eden Alternative

- Beginning: How it got started
- Now: Where it is today
- Future: Where we are going



Mission Vision and Values

Mission:

To improve the well-being of Elders and those who care for them by transforming the communities in which they live and work.

Vision:

To eliminate loneliness, helplessness, and boredom.

Values:

The Eden Alternative Ten Principles

Principle One

States the Problem...



The three plagues of loneliness, helplessness, and boredom account for the bulk of suffering among our Elders.





Eden Alternative Vocabulary

◆ Loneliness...

the pain we feel when we want, but can not have, companionship





Eden Alternative Vocabulary

◆ Helplessness...



the pain we feel when
we only receive care but
do not have an
opportunity to give care.



Eden Alternative Vocabulary

◆ Boredom...

the pain we feel when our lives lack variety and spontaneity.



Principle Two

Gives us the solution...



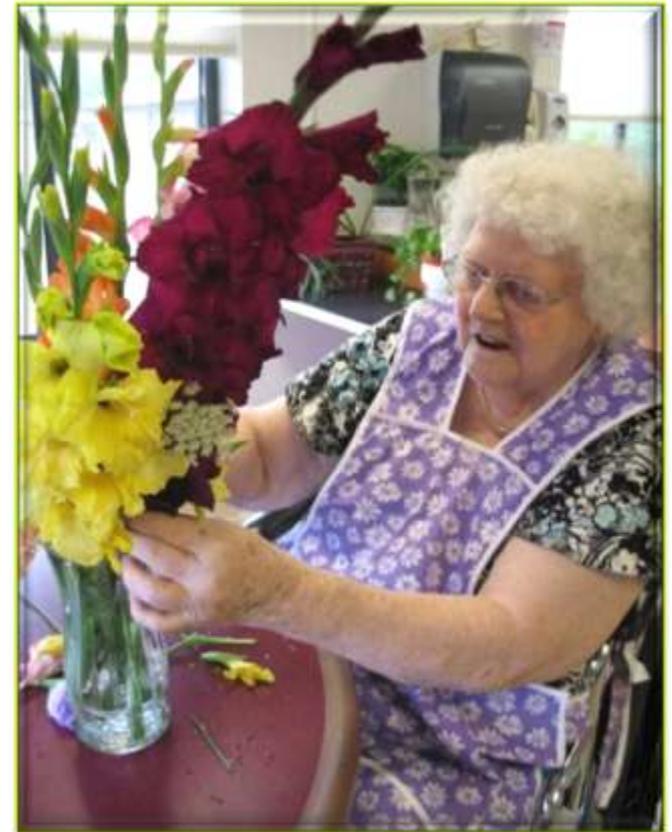
An Elder-centered community commits to creating a Human Habitat where life revolves around close and continuing contact with plants, animals and children. It is these relationships that provide the young and old alike with a pathway to a life worth living.





Eden Alternative Concepts

- ◆ Institutions control
- ◆ Habitats nurture and grow





Eden Alternative Concepts

People Who Live In Institutions...

- ◆ Convicted Criminals
- ◆ The Chronically Mentally Ill
- ◆ Cloistered Nuns
- ◆ Juvenile Delinquents
- ◆ Military Recruits
- ◆ Frail Elders





Eden Alternative Concepts

Human Habitats

nurture the human spirit as well
as the human body



*It is better to live
in a garden.*



Eden Alternative Concept

Human Habitats promote...

- ◆ Empowered care partners
- ◆ Consistent care partnerships
- ◆ Meaningful relationships
- ◆ Well-being for ALL
- ◆ Measurable results





Eden Alternative Concept

Definition of Care Partner:

By our definition, care partners include family, friends, neighbors, leadership, hands-on staff, volunteers, home health professionals, **and the Elder him/herself.**

Eden Alternative Results - Improved quality of life, quality of care, and financial performance

Elmhurst Extended Care, Providence, RI (Eden Registered Home)

- Decreased need for antidepressant and psychotropic prescriptions
- Decrease in the average number of medications per Elder
- Decreased drug cost
- Reduced incidence of pressure sores
- Reduced incidence of incontinence
- Decrease in irritability scores
- Decreased number of skin tears
- Turnover decreased from 46% to 4%
- Overtime decreased by more than 50%
- Decrease in staff absenteeism
- Agency nursing hours reduced to zero
- Employee injuries reduced by 63%
- Lower Worker's Comp costs
- Lower unemployment costs
- Increased census
- Increased revenue and net operating income
- Fundraising increased by more than 50%



Principle Three

1st of the Antidote Principles...

**Loving companionship is
the antidote to loneliness.**

**Elders deserve easy access to
human and animal companionship.**





Eden Alternative Vocabulary

◆ Companionship

- ◆ Requires close and continuing contact with other living beings
- ◆ Animal companionship is an ancient and universal balm for loneliness
- ◆ For human companionship to flourish, people must know each others' stories

Principle Four

2nd Antidote Principle...



An Elder-centered community creates opportunity to give as well as receive care.

This is the antidote to helplessness.





Eden Alternative Concept

Care Balance

- ◆ Elders need opportunities to give care.
- ◆ Elder's Care Partners need opportunities to receive care.



Principle Five

3rd Antidote Principle...

An Elder-centered community imbues daily life with variety and spontaneity by creating an environment in which unexpected and unpredictable interactions and happenings can take place.



This is the antidote to boredom.





Eden Alternative Concept

In a bureaucracy, spontaneity is unwanted.

In a Human Habitat it is welcomed...

- ◆ Unrelieved routine dulls the senses and the mind
- ◆ Spontaneity can not be scheduled
- ◆ Small, unexpected simple pleasures delight the human spirit

Principle Six

1st of the Practice Principles

Meaningless activity corrodes
the human spirit.

*The opportunity to do things
that we find meaningful is
essential to human health.*



Delivering the newspaper



Eden Alternative Test

- ◆ Is the intervention **close** to the Elder?
- ◆ Does it offer **continuous** access to:
 - companionship?
 - opportunities to give care?
 - variety and spontaneity?
- ◆ Does the intervention **promote human growth**?

Principle Seven – 2nd Practice Principle

Medical treatment should be the servant of genuine human caring, never its master.





Eden Alternative Concept

We rely too much on medications to eliminate the Three Plagues.

Medications are too often used as a substitute for genuine care.

The need for medications decreases when we recognize and respond to our Elders' spiritual needs.



Principle Eight - 3rd Practice Principle

An Elder-centered community honors its Elders by de-emphasizing top-down bureaucratic authority and seeking instead to place the maximum possible decision-making authority into the hands of the Elders or into the hands of those closest to them.





Eden Alternative Golden Rule

As Management Does Unto Care Partners, So Shall Care Partners Do Unto Elders





Eden Alternative Concept

Decision-Making authority should be placed
with the Elder or as close to the
Elder as possible....

Where are decisions made
in your organization?

We've relied too heavily upon top-down bureaucratic authority.

Principle Nine

The Eden Alternative understands that ...

Creating an Elder-centered community is a never-ending process.

Human growth must never be separated from human life.



Principle Ten

Wise leadership is the lifeblood of any struggle against the Three Plagues.

For it, there can be no substitute.



Dr. Bill Thomas &
Judy Thomas



Eden Alternative Concept

The Eden Alternative[®] has the power to change peoples' lives if....

- ◆ It is established as the **Philosophy** that drives all decision-making in an organization
- ◆ The leadership demonstrates its **commitment** through its actions; *Show Don't Tell*
- ◆ Human Habitat creates **meaning** in all care partner's lives



Eden Alternative =
Culture Change

Culture =
The attitudes and beliefs that
characterize an organization

*The Eden Alternative® has the power to
change the culture within an organization.*



Eden Alternative Concept

Optimism

Trust

Generosity

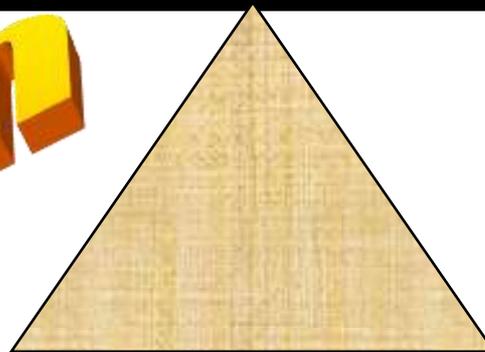
**What is the
temperature of the
Culture?**

Pessimism

Cynicism

Stinginess

Warm



Cold



What kind of world do you
want to make?





Eden Alternative Concept

A Human Habitat is just three steps away

◆ Vision

- ◆ Create a shared vision
- ◆ Involve people in the planning

◆ Education

- ◆ Teach people the Eden Alternative® Principles
- ◆ Assess and develop new skills

◆ Implementation

- ◆ Use the Principles to create a Human Habitat
- ◆ Constantly growing and changing



Eden Alternative Ideas

Education is the key to growing a beautiful garden



- ◆ Care partners
- ◆ Elders
- ◆ Physicians
- ◆ Regulators
- ◆ Community
- ◆ Board / Owners
- ◆ Families

Longest, most demanding stage of the Edenizing process



A Powerful New Resource

The Path to Mastery™ —

the art of creating a caring community

Guiding Leaders to ...

- Assist people through personal transformation
- Implement organizational transformation
- Create home through personalized physical transformation
- Proven, successful culture change outcomes

Through ...

Tools and education that support ongoing success

Data that validates impactful results

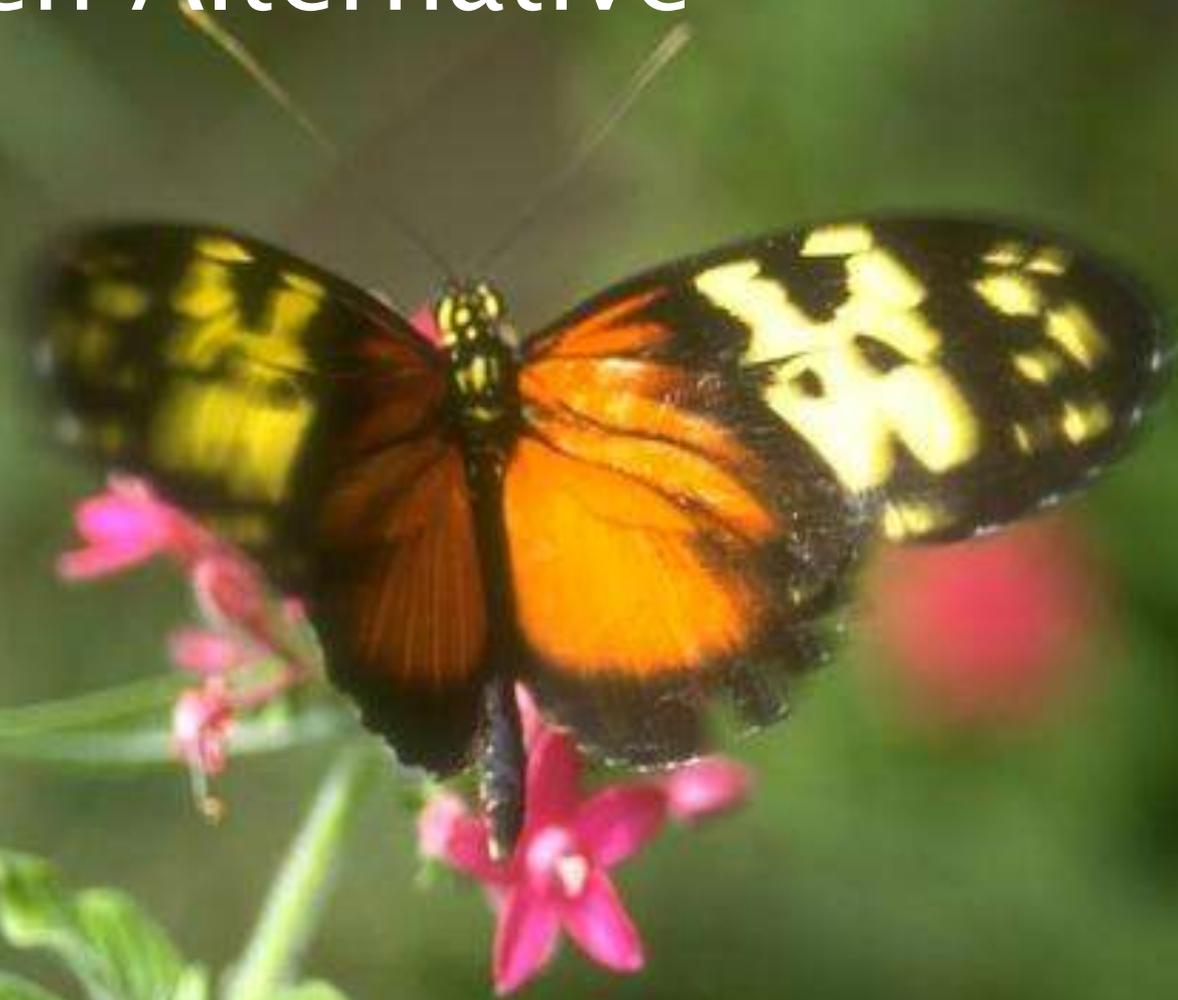
Support from the Eden Alternative organization

Connection to a network of peers following the same path

❖ Consultants and Guides

- ❖ *Our Guides provides a **comprehensive, principle-based pathway** to assist you and your organization in creating a life worth living through strong care partnerships.*
- ❖ **Consultants in pre-design, the business case for culture change, dining experience, involving doctors and pharmacists, supporting Elders living with dementia, etc**

The Eden Alternative[®]



It can be different!