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 cannot have, companionship
Helplessness...

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

What is the temperature of the Culture?

Optimism
Trust
Generosity

Pessimism
Cynicism
Stinginess
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
It can be different!