

Journey to joining the Eden Register – SOUTH AFRICA



1. Education

Eden Alternative internationally has acknowledged that there are key positions within any organisation that best facilitate the transformation process. They include the top formal leader in the organisation (e.g. Executive Director, Chief Executive Officer, or Manager) and other formal leaders that are responsible for driving the mission and vision of the organisation. Education of this core leadership team is crucial for the success of any culture change endeavour. As a prelude to applying for Registry membership, we ask that these leaders benefit from the experience and knowledge gained from the 3-day Eden Associate Training:

In long-term care settings: the manager, head of nursing, social worker, activity coordinator (or similar position), food service manager, housekeeping manager

When more than one leader attends this training, they develop a shared knowledge base and build a foundational support system. They will also gain the tools and resources they need to inspire others. (*Path to Mastery Milestone 1, Step M1P2*) This three-day learning experience provides concepts and ideas that are applicable to changing the culture of all types of organisations.

After becoming Eden Associates, key leaders must share what they have learned with others. They begin with other formal and informal leaders and expand from there. These individuals must be equipped with the knowledge, information, and resources needed to join in and help to lead the journey. Education is an ongoing commitment, beyond the formal three-day training, throughout the transformation process. (*Path to Mastery Milestone 1, Step M1P3*)

Following the prerequisite Eden Associate Training, organisations have an array of educational offerings to choose from to support their journey, depending on the nature of the care environment. Please contact the Eden Alternative SA Home Office for more details regarding our educational options.

2. Commitment

Formal leaders responsible for the mission and vision of the organisation must make a solid commitment to upholding the Eden Alternative Ten Principles and ongoing growth prior to pursuing next steps. The *Eden Alternative Handbook* details how the formal leaders can come together to build their relationships and vote on their commitment. Highlights of this process should be captured and included in the Eden Registry application. (*Path to Mastery Milestone 1, Step M1O3*)

Every organisation on the Eden Alternative journey should identify a core team of leaders who will be champions of change, monitor the progress of the journey, collect stories, engage the whole organisation, and develop the implementation plans with input from everyone. This team may be different from the traditional management team that most organisations have in place. (*Path to Mastery Milestone 1, Step M1O5*)

3. Taking Action

Any organisation implementing the Eden Alternative Philosophy needs a clear path forward to ensure they have laid a firm foundation for ongoing growth. The Eden Alternative provides this foundation through the *Path to Mastery™: The Art of Creating a Caring Community*.

The Path to Mastery contains four Milestones, each representing a different degree of mastery with the Eden Alternative Principles and practices. Each Milestone contains a series of accomplishments (steps) divided by their application to Personal, Organisational or Physical Transformation.

Through the Path to Mastery, Registry Members tap into a common language and a set of goals that serve as a thoughtfully-articulated roadmap for their culture change journey. Milestone 1 of the Path to Mastery lays out the

shared fundamental groundwork for all organisations on the Eden Alternative journey, wherever they may fall along the continuum of care. During this phase of the journey, leadership is actively developing strong relationships and a shared set of powerful leadership skills that will form the foundation of their success. Prior to submitting their Registry application, potential applicants are asked to purchase a copy of the Milestone 1 Resource Guide from the Path to Mastery.

All organisations joining the Eden Registry need to have a level of mastery in each step within Milestone 1 before they officially join. Each Resource Guide contains all of the steps within the relevant Milestone, along with explanations and ideas of where to find information and resources to accomplish each step. The Resource Guide also contains matrices that link the various steps to the Eden Alternative Principles, the Eden Alternative Domains of Well-Being™, and books, materials and workshops from The Eden Alternative. The Resource Guide also includes an Assessment Tool (Excel spreadsheet) for monitoring, tracking, and collecting the stories related to each of the steps within Milestone 1. We highly recommend that you also purchase the optional Milestone 1 Toolkit, which contains brief tools developed to deepen your experience of the steps in Milestone 1.

Path to Mastery - Milestone 1 (R2500) can be purchased from Eden Alternative South Africa. This resource includes an initial contact session of 3 hours with an Eden Guide. More contact sessions can be arranged should the need arise.

There is also a second option available offering an organisation's leadership team more support and guidance over a 10 -15 month period known as - The Eden Path to Mastery Guide process. More information is available from the Eden Home Office.

4. Tracking Progress

As your organisation masters the steps in Milestone 1, your story of how each step was accomplished should be captured in the Assessment Tool, which includes an explanation of how this is done. Your completed electronic Milestone 1 Assessment Tool will be submitted along with the rest of the Registry application materials, as documentation of your first steps along the Eden Alternative journey.

Eden Alternative Warmth Surveys are useful tools that provide baseline measurements of organisational warmth from the perspective of all care partners (Elders or other individuals accepting support, employees, and family members). Unlike typical satisfaction surveys, they measure organisational warmth in terms of optimism, trust, and generosity. The Eden Alternative recommends that these surveys be conducted when you begin the culture change journey and again on an annual basis, with the results being shared with all involved. (*Path to Mastery Milestone 1, steps M107, M108*)

It is often said that a picture is worth a thousand words. In addition to the Milestone 1 Assessment Tool, keep in mind that tracking your progress occurs through the **visual recording of events**, as well as the written word. Begin tracking your organisation's progress through photos and other scrapbooking activities. This record of your Eden Alternative journey will serve as inspiration to all who are working to create a life worth living. Your visual and written record will also show the impact of your efforts, which serves as proof for others who seek evidence of success before considering Registry membership themselves. The Assessment Tool, and any other records collected, is a great reminder of the possibilities, when frosty times arise.

5. Join the Eden Alternative Registry

When your organisation is ready to join the Eden Registry, contact Eden Alternative Operations Coordinator, Magda Pienaar at magda@edenalt.co.za or 062 082 1158. We will provide the application form and other documentation needed to join.

Application:

Elements of the application package include:

- Support letters from:
 - Governing Body
 - Individuals that your organisation supports
 - Employees within your organisation
 - Family members

- If your organisation currently has pets, a copy of existing policies and procedures for the care of those animals.
- The completed Path to Mastery Milestone 1 Assessment Tool (e-mail to magda@edenalt.co.za)

Included in this tool is

- Summary of results of the Eden Alternative Warmth Surveys
- Completed Baseline data worksheet
- Stories and photos you would like to share about implementation of The Eden Alternative within your organisation, as well as Eden Care Partner Workshop experiences (if applicable)
- Signed Registry Agreement
- Registry joining fee - R 8000 (valid for two years – terms of payment can be discussed)

Once the application package is complete, it should be sent to the address included in the application, along with the Registry joining fee of R8000. When received, the Operations Coordinator will send an email to the designated contact person in the organisation to arrange further details regarding the Initial Validation Visit.

Initial Validation Visit:

The aim of this visit is to create an opportunity for the home to share their journey and provide the necessary evidence for validation.

After the initial visit, a determination is made regarding acceptance into the Eden Registry. If the organisation is accepted and the joining fee is paid, there will be some subsequent mailings. The first contains a welcome letter and other support materials.

The password to the *Registry Members Only* pages on the Eden Alternative website will also be provided. This is where additional resources, tools, benefits, and the Path to Mastery materials are located.

Now, plan your celebration! Achieving Eden Registry status is a celebrated momentous event for all care partners (Elders and other individuals accepting support, employees, and family members) and the greater community. Highlight the commitment you have made to The Eden Alternative and your plans for moving forward.

Throughout your ongoing Eden Alternative journey, Eden Alternative South Africa will be available to help you find the resources and peer support you need to be successful.

The annual Registry fee of R3 000 will be due on the 10th of January of each calendar year from the third year as the initial joining fee is valid for the first two years. The paperwork portion of the renewal process occurs every two years at the anniversary date of your organisation's initial registration.

Annually, at the end of the fiscal year, your organisation will be submitting data to The Eden Alternative to help demonstrate how the organisation's well-being is improving. The data collection worksheet is included in the Eden Alternative Registry application.

If you have any questions, please contact Magda Pienaar – magda@edenalt.co.za

(Please note the amounts indicated in this document is valid till December 2019)

Acknowledgment

We would like to acknowledge Eden Alternative Inc. USA, 'Eden Home office' for all their support and input in developing a path, we can follow.