

Dementia Champions: How to Lead Dementia Care in Your Home!

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You are the Champion!



Who is the Dementia Champion?

- Passion for dementia care
- Has been trained in the “Well-being Model”
- Leadership qualities
- Committed
- Compassionate
- Creative
- Flexibility

Role of the Dementia Champion

- Inspire the team
- Lead the team
- Educate others
- Attend standup and QI meetings
- Ensure the staff are following proactive approach
- Serve as the facility's expert
- Monitor progress and outcomes
- Report results (monthly report, QA, family and resident council)

First step!

- Conduct a meeting with Department Heads and facility leadership (include Lead CNAs and Unit Managers)
- Gauge the culture of the home (survey, observation)
- Set goals
- Share goals with staff and families

Champion Role

- Begin staff education of the Well-being Model
 - Use Modules for staff education
- Assist staff to use tools (IPAGE and TTTTIPS)
- Attend standup as dementia advocate (CHAMPION)
- Focus on WINS not just issues
- Assist the team to develop person-centered plans of care
- Follow up on behaviors
- Monitor and adjust

Assessment

- Identify which “behaviors” to target
- Identify which residents to begin with
 - Begin with IPAGE
 - Develop person-centered care plans
 - Discuss findings with the team

Implementation

- Staff Education
- Morning meetings
 - Share successes and barriers-relay to direct care staff
 - Share info from IPAGE
- Consider beginning with a few residents, one hall, observation unit
- Consider hall huddles
- Consider sharing information with “conversations” with PCC or using closet care plans
- Develop process to assess all new residents
 - IPAGE
- Add training to new employee orientation

Monitoring

- Audit checks
 - Monitoring interactions with care
 - Observing direct staff with engagement
- Weekly meetings
 - Core team meets to discuss residents currently on focused approaches
 - Add more residents as successes build
 - Review communication book
 - Review person-centered care plans on focused residents

Evaluation

- Evaluation of overall process and system at the end of weekly meetings
 - Discuss each step for success and barriers
 - Revise process as necessary for success

Change

- Where does it begin and why?
- When referring to change in our systems or processes we need to understand the intent and purpose
- Does the change match our values?
- Mindset of *“Do the RIGHT things for the RIGHT reasons”*

Mindset



Arbinger Institute

Mindset drives behaviors

Behaviors drive results

So if we can change the mindset we can have a profound impact on the organization's culture and performance

True Leaders

- *Leaders who guide with both head and heart foster environments that promote teamwork, collaboration, high quality nursing care, and desired outcomes. (Vitello-Cicciu, 2003)*

5 Exemplary Practices of A Leader

- Model the Way
 - Inspire a Shared Vision
 - Challenge the Process
 - Enable Other to Act
 - Encourage the Heart
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- Kouzes, J. M., & Posner, B. Z. (2012). *The leadership challenge* (5th ed.). San Francisco, CA: Jossey-Bass.

Successes and Opportunities

- Stories from Champions!

IT'S A PROCESS

