



# PiDC Alliance Connection Newsletter

PROVIDING UPDATES • COMMUNICATING FINDINGS • SHARING RESOURCES • CONNECTING PARTNERS

## SHARING PRIDE IN OUR STEPS TOWARD CULTURE CHANGE

We asked Culture Change Coalition Members: What Culture Change work are you most proud from recent months?

### YEE HONG CULTURE CHANGE COALITION

"In the last few months, we have entered the Discovery phase of the Culture Change process. This is very exciting because we are now extending our work to families, staff, residents and community members in a way that honours our cultural diversity. We should celebrate!"

"We're proud to see tangible activities emerge in the discovery stage after a year of dedicated efforts by the group in sharing thoughts, ideas and dreams to reach this phase."



Partnering Together for Change members stand with Mp3 Players collected by PiDC Alliance staff and donated to the home for use in recreation activities.

### PARTNERING TOGETHER FOR CHANGE AT BLOOMINGTON

"We are proud of finishing our [Aspiration Statements!](#) The joy we felt when we sensed that we had got the aspiration statement just right was powerful. That sense of sheer joy is something else."

"We are proud of the synergy of the relationships that we have created throughout the process."

—See page 2 for instructions on creating your own Aspiration Statements.

### REACHING FOR NEW HEIGHTS AT WENTWORTH HEIGHTS

"I loved the 'Aspirations in Action' photo contest we did earlier in the year. We were able to get residents and team members involved to capture images of our Aspiration Statements [flexible living; flexible dining; shared and meaningful activities] in action."

"I am proud that other people are noticing our work. It was wonderful to be asked to submit an abstract to the [Walk with me...](#) conference next year to talk about the great work we are doing!"

### HURON COUNTY CULTURE CHANGE COALITION

"We are excited about the formulation of the Aspiration Statements and to have a vision of where we want to go for the betterment of the whole community. We have created some great ideas and determining how to get there will be an important next step."

"In Discovery, we learned that there are informal social groups and support networks for persons with dementia and their care partners. They emerged from interactions with formal support and education programs in Huron County, but which fulfill different needs. We were excited by what we have learned from participants in these programs and will include these insights in our Dream phase."

# CREATING ASPIRATION STATEMENTS

## Why they matter and how to write inspiring statements to guide your Culture Change process

### Why Create Aspiration Statements?

Each aspiration statement reflects a value or goal related to the discovery of what already works best in a group or organization. Aspiration Statements represent the ultimate goal of the third, [Dream](#) phase of the [Culture Change](#) journey. It can be helpful to think of an Aspiration Statement as a guidepost or vision statement towards which the group can plan, gather feedback, educate and effect change.

### What makes a great Aspiration Statement?

A great aspiration statement describes a future that reflects and builds on areas identified in [Discovery](#) and [Dream](#) important to and valued by the organisation and its people.

When completed, Aspiration Statements serve as a guide for where the organization and its people will move in the future. Each Aspiration Statement reflects a value or goal related to the Discovery of what already works best in a group or organization.

“When we create an aspiration statement, we turn traditional problem solving on its head. We challenge ourselves to dream big, to think outside the box and refuse to be limited by our current understandings of ‘how things are’ in creating a vision of the future.”

—Lorna de Witt, PhD, Researcher, Huron County Culture Change Coalition

### Remember!

Aspiration statements might seem hard to reach, but they actually reflect an ideal the group can work towards over time and through collaboration and inspired design.

One assumption of the Appreciative Inquiry process is that **what we focus on becomes our reality**. This is what makes Aspiration Statements so powerful!

**Contact Us:** [www.uwaterloo.ca/pidc](http://www.uwaterloo.ca/pidc)

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### How strong is your Aspiration Statement?

#### Can you say ‘yes’ to these 5 Questions?

- 1) Is your aspiration statement **provocative**?  
[Does it inspire innovation?]
- 2) Is your aspiration statement **grounded**? [Is it grounded in what has worked well in the past?]
- 3) Is your aspiration statement **desired**? [Will others get excited about it and be willing to defend it?]
- 4) Is your aspiration statement stated “in **affirmative** and bold terms? [Is it stated as if it is happening now” (Cooperider, 2002)?]
- 5) Is your aspiration statement **unconditionally positive**? [“Will it bring out the best in people, the organization, and the members it touches” (Cooperider, 2002)?]

### What does an Aspiration Statement look like?

Below is an Aspiration Statement and definition from Partnering Together for Change at [Bloomington Cove](#):

**Statement:** Bloomington Cove values and nurtures open, honest, accessible and timely communication.

**Definition:** Family, staff and residents have awareness of staff roles and responsibilities and of the values, wishes, history, and interests of each other. Communication is consistent and information is available for all residents, staff, families and the broader community. Staff members communicate with one another and family members and residents in a way that recognizes residents’ rights to confidentiality and honours family relationships.

Bloomington Cove is committed to being transparent and to providing and receiving consistent feedback. Individuals will respond to feedback with clear action. Staff and families have the time, knowledge and training they need to care well; formal and informal training is ongoing. Information is shared in diverse, creative and accessible ways using technological tools and through human interaction.