

PiDC

Partnerships
in Dementia Care

Enhancing Dementia Care for Everyone



Find our
Culture Change Toolkit
activities, and resources at
uwaterloo.ca/pidc

Follow us!
@pidcalliance
@crackeddementia

Design... what should be

Design is the fourth phase of the Culture Change journey. In this stage, members work together to build strategies and actions that describe how the dream will be realized.

The purpose of Design is to:

- take the values, ideas and vision outlined in your organization's aspiration statements and turn them into a concrete plan of action
- build a bridge between the best of what is currently in place in your organization and the preferred future (i.e., where your organization would like to be)
- reflect on current practices
- continue to build partnerships/relationships
- determine what should stop, start and continue, and how this will happen
- identify resources and supports needed to carry out changes

The Design Plan is the main product of the Design phase. It's an action plan for making each aspiration statement that was developed in the Dream phase a reality. It includes the following:

- preferred options for how to make your aspiration statements a reality
- a goal for each preferred option
- action steps to achieving each goal
- who needs to be involved
- how long it will take
- what supports / resources are needed

4 steps to creating a design plan

1. Getting feedback on the aspiration statements
2. Reviewing suggestions received through feedback
3. Setting goals for the suggestions you're most excited about
4. Outlining action steps for each goal

Getting feedback on the aspiration statements

Not everyone in your organization or community may have been involved in the development of the aspiration statements. Giving those who weren't involved a chance to provide feedback at this point will allow them to become part of the process.

What makes an effective design goal?

- It is something people can get excited about, something they want to achieve.
- It reflects a NEW initiative or BUILDS on existing initiatives.
- It supports the RELATIONAL MODEL of care (that is, it enhances the care experience for residents, family members and staff).
- It is SMART (specific, measurable, attainable, relevant and time-based).

The Design plan should be reviewed on a regular basis and compared to the aspiration statements. Involve as many people as possible in the review by regularly inviting feedback.