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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 you 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 organization 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!

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We Tweet: @pidcalliance

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Is your Aspiration Statement great? The 5 Questions you need to say ‘YES’ to!

- 1) Is your aspiration statement **provocative**? Does [the statement] inspire innovation?
- 2) Is your aspiration statement **grounded**? Is the statement grounded in identified strengths and what has worked well in the past?
- 3) Is your aspiration statement **desired**? “If it could be fully actualized would the organization want it? Do you want it as a preferred future” (Cooperider, 2002)? 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**? “Is it written in positive language? Will it bring out the best in people, the organization, and the members it touches” (Cooperider, 2002)?

What does an Aspiration Statement look like?

Here’s one from [Bloomington Cove](#):

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

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.

Cooperider, D. (2002). *Constructing Provocative Propositions*. In *Provocative Propositions*. Retrieved from <https://Appreciativeinquiry.case.edu/practice/toolsPropositionsDetail.cfm?coid=1170>. (March 8, 2013).

PARTNERSHIPS IN DEMENTIA CARE (PIDC) ALLIANCE PARTNERS

Culture Change Coalition Sites

[Bloomington Cove Specialty Care](#)
[Saint Elizabeth Health Care](#), [South West CCAC](#), [One Care](#), and
[Alzheimer Society, Huron County](#)
[The Village of Wentworth Heights](#)
[Yee Hong Centre for Geriatric Care](#)

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PiDC Alliance Partners

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[Faculty of Nursing, University of Windsor](#)
[Geriatric Psychiatry Program, Mount Sinai Hospital](#)
[Hamilton Niagara Haldimand Brant LHIN](#)
[Homewood Health Centre](#)
[Java Music Club](#)
[Local Health Integration Network - Central](#)
[Long-Term and Continuing Care Association of Manitoba](#)
[Ministry of Health and Long-Term Care](#)
[Murray Alzheimer Research and Education Program](#)
[National Initiative for the Care of the Elderly](#)
[Office of the President, University of Windsor](#)
[Office of the Vice-President, Research, University of Waterloo](#)
[Ontario Association of Non-Profit Homes and Services for Seniors](#)
[Ontario Community Support Association](#)
[Ontario Dementia Network](#)
[Ontario Family Councils' Program](#)
[Ontario Interdisciplinary Council of Aging and Health](#)
[Ontario Long-Term Care Association](#)
[Ontario PsychoGeriatric Association](#)
[Ontario Seniors' Secretariat](#)
[Regional Geriatric Program Central](#)
[Registered Nurses' Association of Ontario](#)
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[School of Part-Time Studies, Algonquin College](#)
[Seniors Health Research Transfer Network](#)
[Sheridan Elder Research Centre, Sheridan College](#)
[South West Community Care Access Centre](#)
[South West Local Health Integration Network](#)
[Specialized Geriatric Services of Southwestern Ontario](#)
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[Waterloo-Wellington LTCH Linkages](#)
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