

SherbrookePalooza

An Innovative Leadership Deep Dive into the Sherbrooke Community

June 11-13, 2019 Sherbrooke Community Centre, Saskatoon, Canada



Sherbrooke

Day 1

All Registrants will attend the opening session with Suellen Beatty Sherbrooke, CEO and Kim Schmidt, Resident Care Leader, **The Sherbrooke Secret Sauce for Culture Change**. This session will be followed by tours conducted by Elders, iGen students, and staff.

Lunch and Dinner will be true Sherbrooke experiences as well. You are in for some surprises! A 'Cream Can' lunch, Diner's Club, Father's Day Pub, just to name a few.

Day 2 and 3

The excitement begins with plenary sessions highlighting stories of our Elders.

Day 3 will conclude with a closing wrap-up by Jill Vitale-Aussem, President & CEO of The Eden Alternative®.

We have organized an optional event the final evening after the program is complete. For those wanting to stay and experience a little Saskatoon hospitality, we invite you to join us on a dinner cruise on the Prairie Lily on the South Saskatchewan River. "Cruising on the Prairie Lily you'll see the natural beauty of the Meewasin Valley, the welcoming of our downtown, the friendliness of River Landing and the personality of our living river." (We will need to charge extra for this experience). **\$50 USD**

Opening Session

The Sherbooke Secret Sauce for Culture Change – Suellen Beatty and Kim Schmidt

Sherbrooke has created a constructive culture where healthy relationships and innovation thrive. This introductory session will welcome you to our community and provide an overview of the 5 main culture change strategies in use at Sherbrooke Community Centre. We will share the ideas and strategies that help us on the continuous journey of changing our culture from the institutional model of care to the human habitat. The recipe for the "Sherbrooke Secret Sauce" for culture change will be

revealed so others can replicate our transformational experience in their own communities. Participants will learn proven leadership approaches for leading teams and developing the leaders around them. Participants will leave inspired, equipped and renewed on their culture change journey to create an Elder-centered community where wellbeing for all is the ultimate destination.

Breakout Education Sessions

(Participants will choose from these events)

Sherbrooke: An Intergenerational Community

Sherbrooke's journey creating an intergenerational community has been one filled with excitement and continued growth! We will share our story of vision, implementation, and unending commitment to ensuring that children are part of everyday life at Sherbrooke! Learn about our Oak Trees & Acorns Child Care Centre, our Grade 6 Intergenerational Classroom (iGen) and much more.

Focus on Alignment: How Life Plans and Quality Improvement Enhance Well-being

We all have care plans and Quality Improvement programs within our communities, but how do we use them as tools to create well-being for Elders? How do you optimize their use in a way that aligns with the philosophy of the Eden Alternative?

Learn how Sherbrooke successfully developed a Life Plan based on the Eden Alternative Domains of Well-BeingSM in place of a more traditional medical focused care plan, and how Sherbrooke's Quality Improvement Program not only measures data but helps the community to grow.

Becoming a Dementia Inclusive Community – Sherbrooke's Journey

Imagine a new way of supporting Elders living with dementia! What if we opened the doors to become a dementia inclusive community where everyone works together to support the well-being of people who are living with dementia? For the past year a committee at Sherbrooke has been working to do just that. Join us to hear about our journey blasting stigmas, improving understanding, building the capacity of a supportive community, and opening the doors so that all Elders are equally welcome to live, learn, and grow throughout our amazing community!

Coaching for Empowerment, Valuing Staff, and Making Annual Reviews Meaningful

Implementing the Eden Alternative Philosophy requires individuals and organizations to change their attitudes and beliefs about what long term care should be. A significant paradigm shift must occur in order to transform an institution into a human habit. So what is the best way to change attitudes, create new beliefs and empower staff...

Coaching! Coaching is really about unlocking a person's potential and tapping the creativity that lies within all of us. Coaching is an empowerment tool that can enrich our journey toward person-directing living. Another incredible empowerment tool is the Sherbrooke Annual Review where staff care partners discuss how they are contributing to meeting our mission, vision and values. Our annual review tool and process focuses on the domains of well-being for the employee, builds relationships, and is a way of valuing our staff and the gifts they bring.

Neighbourhood Development and Neighbourhood Education: *The Sherbrooke Well-being Toolkit*

An overview of Neighbourhood Development and how it has helped to enhance well-being for Elders and helped Sherbrooke to GROW on our Eden Alternative journey. We will also share our Sherbrooke Well-being toolkit based on the Eden Domains of Well-being, filled with ideas on how to hold meaningful discussions and educate Neighbourhoods about each of the domains.

Community Connections:

Sherbrooke as a Part of Saskatoon, Saskatchewan, and Beyond!

Sherbrooke takes pride in its many community engagements, from Intergenerational connections to connecting with Corporate Volunteers, and the joy they bring to Elders. This presentation will take you through the keys to developing meaningful community relationships, how giving back will develop world changers within your community, and how Elders can become mentors to younger generations. You will also learn to identify potential community connections in your town/city and the benefits of the connections for Elders and community members. Finally, you will discover how social media can be an excellent way to acknowledge and celebrate community partnerships. Come and learn how Elders can leave their mark in your community.

The Magic of Pillows

Join us for our "HGTV" version of design ideas in a challenging environment. Simple vignettes create interest as Elders, families and friends explore their community. We will give you ideas for sourcing creative material, antiques and other gently used pieces. We'll start with how we envisioned, planned and developed our gift and thrift store, Tumbleweed and expanded our retail knowledge and passion for creating a warm

environment that changes with the seasons. We will show you how we decorate safely and comfortably with age appropriate ideas. We'll emphasize the use of Elder art to personalize and honour Elders in their home. Join us for a joyful experience.

Art and Music:

Playing in the Rain/ Access to the Soul

Art and music are powerful tools for engaging with people who are living with dementia. They can help people to communicate and express themselves when words fail them. Music seems to be deeply connected to particular memories which may be accessed with great ease and directness, often accompanied by a sense of calmness and belonging. Like music, making art is an avenue for communication. We provide materials and a space in which to make creative choices, a process that is ultimately empowering. Building a sense of trust with the Elder is key for success, allowing us to journey deeper, and to be totally present with them, fostering a sense of well-being and belonging.

Everything Including the Kitchen Sink

Being aware of the many aspects of our lives that bring joy is important in creating experiences that help Elders feel fulfilled. This presentation will examine the many ways Elders can grow, find meaning and stay connected to their passions.

Celebrating an Engaged Team:

Sherbrooke's Laundry and Housekeeping Team Truly Makes a Difference

How do you break through "departmental walls"? Take a journey with us as we relay how the Housekeeping and Laundry teams at Sherbrooke have broken through these walls and evolved into the dynamic and integral part of Sherbrooke that they are today!

Recruiting and Retaining Highly Engaged Team Members

Sherbrooke's vision is to be the "best place to live and work", but we need amazing staff care partners to get us there! Learn how we attract and retain people who share our values and are truly interested in making more than a living – they're committed to making a difference in the lives of our elders and joining us on the Eden Journey. Although we have developed a reputation as being an employer of choice, we have experienced challenges along the way and we will share with you how we have overcome those challenges in attracting the right people and engaging them to stay with us.

It Takes a Village

Come and learn about creating home in the Sherbrooke Villages, where nine or ten people who have extensive care needs live together in a purpose-built house staffed by

Daily Living Assistants. These homes were the inspiration for the Green Houses created by Dr. Bill Thomas so many years ago. Features of the design and the day to day rhythm of the houses will be highlighted to demonstrate how loneliness, helplessness, and boredom can be alleviated in this setting. The Village model offers the advantage of the privacy of a small home with easy access to the larger and diverse Sherbrooke Community Centre. The Eden Alternative philosophy grows easily in this setting.

Experiential Session Opportunities

(Participants will choose from these events)

International Coffee Club

Experience a unique learning and travel opportunity with our Elders and iGen students as we travel to a different country to taste the coffee grown and produced by its people. Each week the students from iGen research a country and present through trivia and visual experiences the special treasures and glorious sights and sounds from far away. Share in a learning circle with the Elders and students that gives all a voice to the experience. As one Elder said, "who would have thought a cup of coffee could bring together different generations!"

Art Studio

"Art washes away the dust of everyday"

Join us for a hands-on experience in the Sherbrooke Art Studio guided by Elder artists and our Artist-in-Residence. Learn how to start a studio, engage artists, and encourage those that are new to the creative process. The studio provides a supportive environment for experimentation and self-expression. We have encouraged people with a wide range of skills and abilities to find their own artistic voice and to pursue their creative goals. Sherbrooke provides artists the opportunity to exhibit their work and to pursue their practice as visual artists to the fullest extent possible. The art studio experience will amaze and delight.

Resident's Council Meeting

Sherbrooke has a highly engaged Resident's Council with membership on the Sherbrooke Community Society Inc. Board of Directors. The Council members represent the 14 different Neighbourhoods at Sherbrooke. Resident's Council plays an integral role in the philosophy of Sherbrooke and commitment to a person-directed community. This experience involves joining in on a Resident Council meeting to see first-hand, this amazing council team in action!

Experience Our e-Den and Join in on a Facebook live recording of *'The Don Show'*

Get ready to experience the energy and spontaneity of 'The Don Show'! You will experience a live taping of the popular Facebook podcast, The Don Show, hosted by Elder, Donovan McAlpine with a special invited guest. After the show, we will take you through the computer room and share stories of how Elders are able to keep up with the technological world by using different pieces of adaptive equipment. The sky is the limit when it comes to technology and you will see that disabilities are not stopping Elders from using the computer room independently.

Go Riders Go

Nothing says Saskatchewan and the start of summer more than celebrating our beloved 'Riders'. The Saskatchewan Roughriders are the provincial football team the whole province cheers on. Training camp is a great time to get to know the new players, re-establish long held rivalries and plan the Grey Cup party. Join us as we go watch Saskatchewan Roughriders training camp. In Saskatchewan style the event occurs no matter what the weather. You will take the bus with our Elders to attend this yearly event.

Shutterbugs Photography Session

Participants will experience the joy and enthusiasm this group has for photography. Not just the act of clicking the camera button but the work that goes into framing a subject and achieving the perfect lighting. With Rona's photography background and Carrie's enthusiasm, the Elders are really free in this group to express their creativity. Experience photography from an entirely different perspective...something this CBC article might help articulate.

<https://www.cbc.ca/news/canada/saskatoon/sherbrooke-shutterbug-photography-club-1.4261684>

Summer Seekers

Who doesn't appreciate the simple pleasures of sunshine and fresh air? As summer approaches, everyone is excited to get outside to enjoy the weather! During the months of June, July and August, we offer a group called Summer Seekers. The goal is to get people outside, especially those who need some support to enjoy the outdoors. Join us as we bring Elder care partners outside to our beautiful front patio area to soak up the sun, listen to music, and take part in great conversations. We have live music appearances by our musically talented family and staff care partners.

Java Music Club

Java Music Club® is a research-based program using poignant questions, quotations and music that encourages participants to provide meaningful peer support for one

another in a fun, intimate and safe environment. Elders feel empowered to share their experiences and emotions pertaining to their life. The small group size and consistent membership leads to deep relationships and profound sharing.

Shake Your Booty

The power of music gets everyone moving. Exercise and dance are familiar and engage elders living with dementia. It is a great way to get people on their feet and allows the team to do an assessment and work on balance, strength, endurance and mobility in a fun way.

Wax on, Wax off or Wax Poetically

Join us at the Sherbrooke Hand Spa. Friendships flourish as we touch base and catch up on the world events. Who knew a 'hand therapy intervention' could become the highlight of the week.

Sherbrooke's Garden of Eden

Explore the beautiful grounds that surround Sherbrooke Community Center. Take a walk through the walking paths and join Elders as they start to see the fruits of their spring planting. The many varied wheelchair gardening options will be seen on this garden tour.

Veterans Village Happy Hour

Happy hour is where the Veterans community, family and friends gather to celebrate and support each other. The toasts and roasts are done with our drink of choice. Please join us in toasting each other.

Name That Tune

Pop music is loved by all generations: Name That Tune follows a game show format that includes our Day Program participants and young people from Calder Center. Our goal is to engage everyone, using pop music as the medium, to create a fun, relaxing, laughter filled experience. As generations sit side by side and work together in teams to win the game, it creates camaraderie and friendship.

Young Country Rebels

Come and join us for this amazing music group. We love to sing a variety of music and we always have a laugh or two! We share our love of music and this provides a way for Elders to connect and communicate when words are lacking. Elders have formed relationships with each other from all over our community which helps to alleviate loneliness, helplessness and boredom.

Healing Circle

Our Indigenous community and friends gather with an Indigenous Elder in our spiritual care centre in the winter and the teepee in the summer to offer up prayers and thanks to the creator. A smudging ceremony is held with the burning of sweet grass or sage to cleanse the body and mind. Traditional teaching is an important part of the time spent together.

Dunks Unlimited

The pool offers an oasis away from the hustle and bustle of Sherbrooke Community Center. Enjoy a laughter filled exercise opportunity that is catered to individual desires and needs. You will need your bathing suit if you want to join this experience. No spectators allowed.

The Physio Gym:

Where Everybody Knows Your Name

Come to the PT gym to relax, work out and see some friendly faces. You'll come for the exercise but you'll stay for the laughs. You can be sure that Denny will have a smorgasbord of cheesy jokes and puns to distract you until your workout is done. Daphne will have your favorite music ready and your physiotherapist will make sure your needs are met with a smile. Come down and check us out!

Enhancing the Dining Experience:

Sherbrooke's Food and Nutrition Team

Come and learn about how Sherbrooke's Food & Nutrition Team work to enhance the dining experience. Check out our kitchen, learn about our community café called Peppers; how menus are created in a person-directed community; what Fine Dining is here and how it happens; and how the Food & Nutrition team continue to grow to support enjoyable dining experiences for the elders. Also hear about the different dining experience of the Village Model and how it all works from menus, to recipes, to ordering groceries, etc.