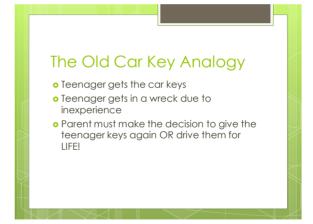




Soil Warmer • What did we learn from our first working experience?







How were we trained?

 Looking back, we are likely to have been trained to focus on self advancement and growth of self.

How were we trained?

- We are supposed to make decisions.
- We are supposed to know the answers.

Do we ever fall victim to someone coming up to us with a "problem to fix" and we fix it only to realize that we did not have all if the facts? ...leads to trouble every time.

Eden Golden Rule

- As Management does unto staff, so shall staff do unto others.
- If we as "managers" approach our daily tasks and activities as "problems", how do the team members f that we lead see their tasks and activities?



Do you say these words?

- "I have to <u>prepare</u> myself for work."
- "I have to put on my <u>armor</u> before I go into work."
- "I have to get ready to get in the zone."
- "I have to get prayed up before I go to work."

If you do, then you may consider that empowering your team may be healthy for you AND your team.

Could we have a paradigm shift? • Paradigm shift – a change in the way we approach a situation. A healthy paradigm shift → GROW OTHERS because it is more rewarding!







5 Conditions of Empowerment

1. Knowledge
2. Information (Parameters)
3. Training & Skills
4. Resources (not just \$, human resources, supplies, etc.)
5. Supportive Environment

ALL 5 CONDITIONS MUST BE PRESENT FOR TRUE EMPOWERMENT TO OCCUR.
OTHERWISE, IT'S JUST DELEGATION.

Beware of Delegate and Abandon!

The 5 Conditions of Empowerment are a creation of The Eden Alternative™.

Domains of Well-BeingTM 1. Identity – Being Well-known; having personhood, individuality; wholeness; having a history 2. Growth – Development; enrichment; unfolding; expanding; evolving 3. Autonomy – Liberty; self-governance; self-determination; immunity from the arbitrary exercise of authority; choice; freedom

Domains of Well-BeingTM 4. Security – Freedom from doubt, anxiety, or fear; safe, assured; having privacy, dignity, and respect 5. Connectedness – State of being connected; alive; belonging; engaged; involved; not detached; connected to the past, present and future; connected to personal possessions; connected to place; connected to nature

Domains of Well-Being™ 6. Meaning – Significance; heart; hope; import; value; purpose; reflection; sacred 7. Joy – Happiness; pleasure; delight; contentment; enjoyment NOTE: If ANY of these 7 Domains of Well-Being™ are missing in someone's life, there is likely to be an unmet need, which will cause stress. Domains of Well-Being™ was Created by The Eden Alternative © Team

So how do we use these "Domains of Well-being" to problem-solve? • As leaders, we should watch for patterns of the same problem and the same solution. • How many times is there a "behavioral issue" and we hear, "I'll get a urine sample on her today." Behaviors are unmet needs, not necessarily UTIs. • Fix a flat tire vs. grow a tomato plant.

Think about it... Do you know of an employee who used to be AWESOME and now they are on the verge of going out the door? What happened? Do they have ALL 7 Domains of Well-Being? Probably not. Can you facilitate growth in them?

Dare to Dream Do you have learning circles? You should. When dreaming with your team (some people call this a focus group) a learning circle gives everyone an opportunity to have a voice. LISTEN to the dreams of your care partners. Would it make the team better? Would it make your service better? Consensus leads to "ownership" of a project/initiative.

Create Goals Create goals with the team Prioritize the goals, and get consensus for the prioritization. Create committees for the goals. Voluntary participation Team "covers" for them when they are doing committee work Meet regularly to discuss the status of the goals.

Goal Status IF goals are being met or being worked towards, GREAT! Encourage them and ask if they need any support.

Goal Status

• IF goals are NOT being net or worked towards, don't freak out. Take your time and be patient with the team. Review the goals, make sure they have the 5 conditions of empowerment and that they are invested in making the goal a reality. Encourage them, don't make this punitive. (Remember paradigm shift?)



Leadership Language Fouls

- Name calling
- Put downs
- Blaming
- Threats
- Hitting
- Eye rolling

Leadership Language Fouls

- Sneering
- Bringing up the past
- Speaking in absolutes
- Making excuses
- Not listening
- o Getting even

Language Fouls are part of the Eden Alternative Guide Training™

What have we learned from Aretha?

- R recognize the situation/reality check
- E empathize with others
- S sincerity goes a long way
- P passion for the common goal (serving elders)
- E elevate others
- C coach the team
- T thanksgiving for those who have done well
- I've never met a person who does NOT want R-E-S-P-E-C-T.

As Momma says, "There's a time and a place for everything..."

- Praise in Public
- Confront in Confidence
 - Hold team accountable, with respect
 - Coach them through their difficulties
 - Point out the negative, but remember that no one is all good or all bad.
 - Try to end on a high note of encouragement.

Leadership is most effective when: Relationships are built Respect is MUTUAL Fairness is given to all Team members are growing individually and with their peers Words build each other UP, not tear them DOWN Common Goals should be worked towards by all (or at least the majority).

Ok, coaches... • Is every opportunity a teaching moment, or do we simply let the opportunity slip by?

Remember the 5 P's • Pray – Center yourself for discernment • Prepare – Prepare to activate your decision • Proceed – Be like Nike and "JUST DO IT!" • Persevere – There is always adversity, but keep your eye on the prize! (Best place to live and work). • Praise – Celebrate the successes and give thanks! Given to me by a former leader, Dorothy Roberts McEwen, it's the Roberts' family motto.

