

# Meadow Brook Messenger

2.26.10

## TIME VARIANCE FORMS:

Many of you are forgetting to put the date on the pink variance forms.

Dates, times, and reasons must be on all variance forms.

Thank you for your cooperation.



**Congratulations!**

**Sandy Countryman,  
Activities**

**February 2010  
Employee of the Month!**

## Meetings & Events:

<b>3.01.10 Monday</b>	Department Head - Conference Room	9:15 a.m.
<b>3.02.10 Tuesday</b>	Charitable Giving Action Team - Conference Room	1:00 p.m.
	E.H.R. Workgroup Meeting - Conference Room	1:00 p.m.
<b>3.08.10 Monday</b>	High Involvement Action Team - Conference Room	9:15 a.m.
	Steering Committee - Sheneman Room	1:30 p.m.
<b>3.09.10 Tuesday</b>	QA Meeting - Conference Room	9:00 a.m.
	Safety Meeting - Conference Room	2:30 p.m.
<b>3.15.10 Monday</b>	Action Pact Steering Committee Training - Sheneman Room	8:00 a.m.
<b>3.16.10 Tuesday</b>	Action Pact Steering Committee Taining - Sheneman Room	8:00 a.m.

# From The Administrator:

I get what I call “hit and run” letters from employees throughout the year about a variety of complaints, concerns and yes at times compliments about Meadow Brook’s state of affairs. I received a letter from an individual who chose to go by the name of “Employee”. Since I have no other way to communicate that I’ve received their letter I am using the newsletter to respond back to them.

Dear Employee,

Thank you for expressing your concerns on several issues concerning sexual harassment, parking lot issues and Christmas light storage. First and foremost any staff member who is feeling like they are being sexually harassed can and should report these violations to either their immediate supervisor or the Administrator immediately. Expressing the words “can’t” is not an option for adults! If it’s an issue for the employee you are speaking about then point them towards my office door!

Parking lot problem: “We don’t know where to park?” The only problem I am aware of arises when employees insist on parking in clearly designated signed areas such as “Employee of the Month” spot as an example. I believe the parking lots have been adequately maintained for staff to park and get to and from the facility in a safe manner.

Christmas lights will be taken down as soon as the weather permits, frankly this is a nitpicky passive aggressive statement and one that does not warrant further attention.

Your last statement regarding “Supervisors should set a good example” is correct. However, **WE** all should set good examples by being straight forward and honest in our approaches and relationships with one another.

Lastly, you may not be aware but I do have an open door policy. Any employee is welcome to discuss what’s on their mind. I do attempt to make every effort to make time for each of you as needed. Perhaps your needs would be better served if you would meet with me face to face rather than sending anonymous letters.

Sincerely,

Marna Robertson, Administrator

# Culture Change News:

For those of you that have not yet signed up for the Mandatory Culture Change Training please do so no later than Tuesday, March 2, 2010. Sign up is located in the bulletin board at the Nursing Office.

## March is Social Workers Month:

- ◆ I will use these hands to further my belief in the core value of service. They will help people in need and address social problems.
- ◆ I will use these hands to advance social justice. They will challenge issues of poverty, unemployment, discrimination and other forms of social injustice.
- ◆ I will use these hands to promote the dignity and worth of the person. They will seek to broaden clients' and society's interests in a socially responsible manner.
- ◆ I will use these hands to teach the importance of human relationships. They will engage people as partners in the helping process and convey the importance of relationships as a vehicle for change.
- ◆ I will use these hands to hold fast to my integrity. They will convey my trustworthiness, honesty and responsibility.
- ◆ I will use these hands to ensure competence. They will strive both to increase my personal knowledge and contribute to the knowledge of others.

**Action Pact, Inc.**  
www.Culturechangenow.com

# Culture Change in Practice

## Politics of Change



Friday, January 11, 2008  
posted by Steph Kilen

*"Culture Change in Practice" is our own weblog where people can become involved in a conversation about Culture Change as it is practiced by professionals in real nursing homes. Feel free to join the conversation, or post a comment about something you have learned on your journey.*

[www.culturechangenow.com/weblog](http://www.culturechangenow.com/weblog)

I bet I'm not the only one whose ears have been perking up a lot lately because the word "change" has been popping up so much in the presidential primaries.

There's a great story about it from the Associated Press by Erin McClam titled '**Change' in the air, once again.** See: [http://news.yahoo.com/s/ap/20080111/ap\\_po/here\\_s\\_your\\_change](http://news.yahoo.com/s/ap/20080111/ap_po/here_s_your_change)

From it, a quote: "We're obsessed with it. We can't let it go, can we?" says Marian Salzman, chief marketing officer for advertising titan J. Walter Thompson. "It's the word of the day, minute and hour, and I don't even know what it means."

Ah, but we do! Doesn't it feel nice to be ahead of the curve? The culture of our country has a lot to do with the way we treat our elderly. The culture of the 60's and 70's that valued youth, productivity and efficiency is the

culture that created and maintained institutional living for our frail elders. I'm hoping that our current culture, which seems to value change and progress, will support us in our need to find true home for elders. As a country and as the world of long-term care, can we really back up the talk of change with action? Are we as ready for it as we say we are?

