



MPL Core Experience

MPL Everyday: Lifestyles

Facilitator Guide

Time Required: 40 minutes

Attendees:

- Life Enrichment/Lifestyles team members
- Wellness/Fitness team members
- Spiritual/Chaplain team members

Before You Begin:

- Set a time to conduct this training for all department team members. Ideally, all team members within a department would participate together.
- Customize the invitation template and send an invite to attendees from department leader.
- Instructions for Facilitator:
 - Community/organization is used throughout to be inclusive of all partners, both senior living communities and non-residential partner organizations. Choose the language that fits best for you.
 - Resident/Member is used throughout to be inclusive of all partners, both senior living communities and non-residential partner organizations. Choose the language that best fits the individuals you support.
 - Non-residential organizations: alternate language is provided in parenthesis where appropriate.
 - Instructions in [brackets] are not meant to be read, but are a note to the facilitator.
 - Words in (parenthesis) prompt you to customize the content.
 - Paragraphs in italics are speaking points.

Materials Needed:

- White board or flip chart
- Markers for white board or flip chart
- Handout packet for each participant
- Customized certificate of completion for each participant
- For each participant:
 - Current and previous activities calendar
 - Pink, green, blue and purple highlighters

Room Setup:

- Healthy snacks
- Sparkling juice to celebrate



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Objective:

To apply Successful Aging and Masterpiece Living concepts to our roles within the community/organization and to identify what that looks like in action in our day-to-day functions.

MPL Everyday: Lifestyles Agenda

1. Welcome and Introductions
2. Why are we here?
3. Celebrate!
4. Definition of Role
5. Lifestyles Engagement #1: Purposeful Programming
6. Lifestyles Engagement #2: Core Measures
7. Lifestyles Engagement #3: Raising the Bar
8. Lifestyles Engagement #4: Purposeful Planning Toolkit
9. Commitment to Successful Aging

Masterpiece Living

Mission:

To change the *experience* and *perception* of aging.

Vision:

A society in which aging means *growth, engagement, vitality* and *purpose*.



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Welcome & Introductions (2 minutes)

Welcome to MPL Everyday for Lifestyles. This is the final session of the MPL Core Experience certification. Thank you for being here. **(Facilitator: add your own introduction and welcome message.)**

Let's get started by discussing the focus for today. **[Facilitator: read through agenda.]**

Why Are We Here? (1 minute)

This organization has made a commitment to enhance the lives of the people working and living here **(non-residential organization: people who come into contact with and are a part of our organization)** through a partnership with Masterpiece Living. You are all here today because you play an important role in this commitment, without you, we won't be able to be successful.

The purpose of this session is to both define the role of a Lifestyles team member in a successful aging environment and to focus on what that role looks like in action. Each resident/member, team member and visitor represents a piece of the successful aging puzzle and we're here today to discover how we fit into that puzzle.

But first, let's celebrate!

Celebration (2 minutes)

[Facilitator: Pass out sparkling juice.] Congratulations on all of your hard work and thank you for what you do. You play a significant role in the culture here at **(organization name)**. You have all done great work and I applaud you for your efforts.

Let's take a moment to celebrate some of the specific accomplishments of the past year. Feel free to walk up and write on the board. **[Facilitator: Encourage participants to share accomplishments.]**

Wow! Look at all we've done and accomplished. Kudos to this team. Our partnership with Masterpiece Living will support us in raising the bar and in creating an environment that is most likely to result in a successful aging journey for the individuals that have day-to-day contact with our community/organization. MPL provides tools and resources that will support us in identifying specific goals to strive for and in tracking progress over time.



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Definition of Role: Lifestyles Department (1 minute)

*Lifestyles plays a significant role in supporting the successful aging of the residents/members at **(organization name)**. Everyone here has a job, things we do on a daily basis, but our role is to support successful aging. Specifically, we will:*

- *Support the champion team (the core group of people leading the Masterpiece Living initiative) in creating an environment of successful aging that is focused on leadership, culture, outreach, resident/member engagement, team member engagement and purposeful programming.*
- *Facilitate or support other departments as they facilitate Programs by Masterpiece.*
- *“Talk the talk” by using successful aging language and sharing our successful aging values.*
- *“Walk the talk” by modeling positive lifestyle choices.*
- *Support residents/members in The MPL Review process through encouragement and sharing the value of the entire process.*
- *Provide intentional programs that directly support the successful aging of our residents.*
- *Systematically track and analyze participation in programs at **(organization name)**.*
- *Support the successful aging journeys of the individuals of the organization.*

[Facilitator: Take 3 minutes to discuss the following questions.]

What does support of a successful aging journey look like?

What words and phrases do we use in our department that support the potential of the people we interact with?

Which words are used that do not support successful aging?

[Facilitator: Have participants identify three words or phrases used within the department that are historically institutional. Determine how these words and phrases might evolve to words of empowerment.]



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Purposeful Programming (1 minute)

Programming within a successful aging environment means that the program offerings directly support the successful aging journeys of residents/members. Therefore, purposeful programming is, ideally, designed around the population's strengths and opportunities for improvement, is balanced among the four components of Successful Aging (social, intellectual, physical, spiritual) and data informs decision-making. Through our partnership with Masterpiece Living, our organization will track several measurements. Residents/members will find greater meaning and purpose in our programming when decisions are guided by what we're learning from participants through the data and through their identified areas of growth.

Lifestyles Engagement #1: Purposeful Programming (3 minutes)

[Facilitator: Read the definition of purposeful programming aloud.]

Purposeful Programs:

- Challenge participants in at least one of the four components (spiritual, social, intellectual, physical)
- Engage rather than just entertain
- Are participatory rather than passive
- Inspire an increasing number of participants
- Support everyone's successful aging journey (including team members)
- Indicate doing *WITH* participants, not doing *FOR* participants
- Data-driven
- Raise the bar
- Are new, novel and complex

[Facilitator: Discuss the following questions:

What will doing *WITH* participants look like at (organization name)?

What strategies can we put in place to ensure that we aren't stagnant--that we continue to raise the bar?]



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Lifestyles Engagement #2: Core Measures (11 minutes)

[Facilitator: Use MPL's Purposeful Programming definition on page 4 of the handout packet as a guide to determine your current Core Measures.]

The Core Measures are number of spiritual, intellectual, physical and social programs offered on a monthly basis as well as number of blended programs, number of programs led by non-lifestyles team members and number of resident/member led programs.

[Facilitator: Provide each participant with highlighters and a current or recent activity calendar. Work together as a team to highlight each item that corresponds with one of the four components of Masterpiece Living. Allow 4 minutes for this exercise.]

The four components of Masterpiece Living are social engagement (purple), intellectual challenge (green), physical health (pink) and spiritual fulfillment (blue). Many of the items on the calendar will pertain to more than one component, but please choose the component that best fits.

[Facilitator: Have the group take 1 minute to discuss the following questions.]

Is there balance among the 4 components? What components are strengths within this organization? What are the areas for growth?

[Facilitator: Have participants use page 4 of the handout packet and a current calendar to complete this engagement activity. Participants will determine current Core Measures.]

Draw a (P) to label an item as purposeful, an (R) to label an item as resident-led and a (T) to label an item as non-lifestyles team member-led. **[Facilitator: Allow 2 minutes to label the programs.]**



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Lifestyles Engagement #2: Core Measures (Continued)

Complete the following calculations:

- Count all programs (A) currently offered to determine total number of programs currently being offered.
- Determine the percentage of purposeful programs. $P \div A =$ percentage of purposeful programs. This is the starting point (baseline) purposeful programming percentage.
- Determine the percentage of team member led programs. $T \div A =$ percentage of team member led programs. This is the starting point (baseline) team member-led programming percentage.
- Determine the percentage of resident-led programs. $R \div A =$ percentage of resident-led programs. This is the starting point (baseline) resident-led programming percentage.
- Set percentage goals for the next quarter for purposeful, team member-led and resident-led program.

[Facilitator: Allow 2 minutes to complete the calculations.]

Wrap up: The older adult of today is a new older adult who will no longer stand for the status quo of decline. To keep up with the new older adult, we can no longer provide the same programming that has been traditionally offered in the senior living environments. Programs within a successful aging environment are designed, driven and facilitated according to the interests, talents, skills and abilities that exist within an organization. MPL acknowledges that there are programs that won't ever fall into the "purposeful programming" category, but the goal is to continue to raise the bar, introduce innovation and ensure that programming brings meaning and purpose to the individuals of the community/organization. The purposeful programming activity helps us determine a starting point or baseline so we can set a goal and measure growth. We will be tracking these measures on a quarterly basis.

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Lifestyles Engagement #3: Raising the Bar (5 minutes)

[Facilitator: Divide your team into five groups and assign each group one item from the list of calendar items. Have the groups spend 3 minutes brainstorming ideas on how your community/organization can raise the bar to add value for the residents/members. Page 5 of the handout packet includes examples from the MPL Network.]

1. *Bingo*
2. *Birthday Parties*
3. *Puzzle Room/Puzzle Club*
4. *Crossword Puzzles*
5. *Bible Study*

[Facilitator: Give the groups 1-2 minutes to share responses.]

Wrap up: A successful aging culture is constantly evolving to reflect the interests and needs of its individuals and to focus on growth. We'll continue to determine where we're at and how we can raise the bar throughout our partnership with Masterpiece Living.

Lifestyles Engagement #4: Purposeful Planning Toolkit (7 minutes)

[Facilitator: Work together as a department using the Purposeful Planning Timeline to plan a Program by Masterpiece, the Main Event or an anniversary event for your community. Allow 7 minutes.]

Note: The Main Event is designed as an event in which organizations celebrate successful aging and share baseline community data.

[Facilitator: Have the group discuss the following question:]

What system can we put in place to ensure planning is taking place in advance and on an ongoing basis?

Wrap up: The communities within the MPL Network that have seen the most success with Programs by Masterpiece and other events are planning every detail well in advance. As we move forward with integration at our community, we will be encouraged to plan early. We can use the Purposeful Planning Toolkit to guide us through that process.



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Purposeful Planning Toolkit (1 minute)

*The Purposeful Planning Toolkit is a resource provided by Masterpiece Living to guide communities/organizations in planning purposeful programs. The toolkit includes the Keeping It Fresh Guide, the At-A-Glance Calendar and the Purposeful Planning Timeline. The Keeping It Fresh Guide has 25 tips that will help us raise the bar and take our programming to the next level. The At-A-Glance Calendar includes holidays, special dates to remember and timing recommendations for the Campaigns and Programs by Masterpiece Living. By participating during the recommended timeslots, we will be able to partake in friendly competition and support other partners in the Masterpiece Living Network. The Planning Timeline provides a detailed look at the planning that takes place during the 12 weeks leading up to a Campaign, Program by Masterpiece Living or other event at (**organization name**).*

Thank You and Call to Action (3 minutes)

Thank you for attending the MPL Everyday session. Again, I would like to thank the team members of this department for all your hard work.

*Today, you will determine your own call to action. What is one action you can take today to support the successful aging or residents/members? How can you contribute the successful aging culture here at (**organization name**)? Take a moment to fill out page 9 of your handout packet.*

[Facilitator: Give participants 1-2 minutes to commit their action steps to paper. Have each participant share his/her commitment with the group before the end of the session.]

I look forward to this journey of successful aging that we as team members will take side-by-side with our residents/members, their families and guests and would like to congratulate you for completing the Masterpiece Living Core Experience. As team members of this organization we have a significant impact on those around us.

*As you fill out the evaluation forms, I will hand out the certificates of completion. Please leave your evaluation forms (**determine a location**) before leaving.*

[Facilitator: Hand out certificate of completion.]

[Facilitator: Collect evaluation forms. Participants keep their handouts.]

Thank you for your attendance. Go forth and realize your potential Every Day!

[Facilitator: Be prepared to bring action items, evaluation forms and any comments, questions or feedback to the leadership debrief session.]