

Connecting the Pieces: Building and Sustaining Cultural Transformation in Long Term Care Communities

Joan Devine
jdevine7643@gmail.com

Sunday, June 7, 2026
3:00 pm – 4:30 pm

We often talk about transforming the culture of nursing homes—but what does that truly mean in practice?

Many organizations have begun the “culture change” journey, yet questions remain:

- Do we have a strong and sustainable foundation?
- Do we recognize the barriers that may be holding us back?
- Are there tools and resources that can help us move forward without reinventing the wheel?

In this session, we will **connect the pieces**—exploring key principles, identifying common challenges, and sharing practical strategies and resources to help advance meaningful and lasting cultural transformation.

LEARNING OBJECTIVES

By the end of this session, participants will be able to:

1. **Describe** the core principles that create a strong foundation for cultural transformation.
2. **Identify and address** at least one barrier to cultural transformation within their organization.
3. **Apply** at least one practical tool or resource to support ongoing culture change efforts.

Pioneer Network Values

Know each person

Each person can and does make a difference

Relationship is the fundamental building block of a transformed culture

Respond to spirit, as well as mind and body

Risk taking is a normal part of life

Put person before task

All elders are entitled to self-determination wherever they live

Community is the antidote to institutionalization

Do unto others as you would have them do unto you

Promote the growth and development of all

Shape and use the potential of the environment (physical, organizational, psychosocial, and spiritual)

Practice self-examination, seeking creativity and opportunities for improvement

Recognize culture change as a journey, not a destination

TABLE EXERCISE 1

- **Choose a value and discuss how you can bring it to life in your community / your practice**
- **What are the challenges to putting this practice into practice?**

TABLE EXERCISE 2

- **What does a thriving culture *feel* like?**
- **Write down one principle you believe your organization already does well. “What makes this principle work in your community?”**