**Towards the integration of BPSO in Long Term Care –“Ignite the Team, Ignite the Culture”**

**Background:**

Successful implementation of the BPSO Framework into Long Term Care requires two important elements: Commitment and Champions. At Heritage Green Nursing Home we had a vision to change the culture into an “evidence based decision making” culture – a culture that required team members to think, talk and act aligned with evidence based practice principles. The BPSO framework was new to the Heritage Green team, but we had committed leaders and enthused champions to ignite the new EBP culture, which began in 2023.

**Purpose**: Integrate the new BPSO culture into the LTCH using two elements Commitment Leaders and Enthused Champions

**Methods:** Heritage Green Nursing Home partnered with RNAO in 2023 to start the BPSO journey. The journey started with **Step One: creating the committed leaders** at Heritage Green, who were needed to ignite the culture and build trust among the front line team members. **Step Two**: involved **implementing Champion training workshops** for the front line team members. These training workshops were vital elements in the uptake and embedding of BPSO across the organizational culture. During the workshops, leaders were able to gain the trust of the front line staff through their positive attitudes and beliefs of BPSO. The leaders gained the trust by showing the relevance of BSPO to the services/care planning for residents & families and how improvements can be made (for example: reducing falls). **Step Three**: The Leaders and Champions **ignited enthusiasm** **together**, by celebrating successes and sharing stories (fall prevention/reducing pressure injuries/resident & family centred care) through celebratory meetings. Thus, the creation of the BPSO momentum, into the Heritage Green culture was launched. The enthused Champions continue to ignite the BPSO movement through their positive stories and comments focusing on our 3 BPSO focus areas. The committed leaders ensured inclusivity for every team member, and thus created Champions from Housekeeping to Nursing, and to the Dietary department. In 2024, more Champions will be trained. BSPO is no longer a foreign term and when we talk about CARF accreditation and CQI programming to the team – they relate it to BPSO; BPSO is now the lead EBP framework at Heritage Green Nursing Home.

 **Results:** a) Resident Falls decreased from Oct 2023 (33 falls) to Dec 2023 (21 Falls); b) The Resident Satisfaction Survey return rate increased from 16% in 2023 to 43 % in 2024

**Discussion**: Committed Leaders and creation of Enthused Champions with positive attitudes helped the implementation/visibility of BPSO into our culture since 2023. Actions from Leaders and Champions (e.g. positive attitudes and building trust & enthusiasm) assisted in creating a positive and exciting BPSO organizational culture. When the journey started, BPSO was a foreign framework to implement, because it was new to leaders and team members. However, with these two imperative elements of Committed Leaders and Enthused Champions, the BPSO culture is thriving at Heritage Green.