



# Reinventing Training in an Age of Culture Change

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## **Successful Training Programs Should:**

1. Embrace adult learning principles
2. Be taken seriously, be consistent, and be part of a well-defined set of expectations.
3. Teach the organization's mission, values, and philosophy
4. Include program leaders and hands-on staff
5. Stress practical skills and knowledge instead of too much theory
6. Not teach too much in any one class
7. Be culturally appropriate and sensitive
8. Get students to talk and actively participate
9. Use games, role plays, and storytelling
10. Take place in an environment that facilitates learning
11. Involve follow through and modeling
12. Teach life skills
13. Involve the elders/resident/persons with dementia
14. Provide incentives for learning and growing
15. Be evaluated by the staff on a regular basis