

2019 WISCONSIN
ASSISTED LIVING ASSOCIATION

SPRING CONFERENCE



ENERGIZE YOUR STAFF TRAINING: FIVE EASY TIPS

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1:30 P.M.

ENERGIZE YOUR STAFF TRAINING: 5 EASY TIPS

SPRING CONFERENCE
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UNIVERSITY OF WISCONSIN OSHKOSH

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Today's objectives ...

- What can I do to improve the learning experience **for my participants** in the training I provide?
- What can I do to improve the training process **for me as their instructor**?



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What are the biggest challenges with training?



- For your participants?
- For you?

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Tip #1 – Tell them WIIFT

- Adult learners want to KNOW how the training benefits them!
- Why should they CARE about the topic?
- Why should they PAY ATTENTION to YOU?

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Tip #2 – Keep it FRESH

- What's NEW or DIFFERENT from other times you conducted this class? What's CHANGED?
- Are there any NEW RESOURCES you can use?
- What ACTIVITIES can you include?
- Are there any NEW APPROACHES you can use?
- How can you "RE-PACKAGE" information?

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Tip #3 – Make it WELCOMING

- Why is the environment IMPORTANT? Does it matter?
- What can YOU control?
- Seating to encourage CONNECTION
- Is it a "TREAT" to attend? (Hint, Hint...)
- How do people know they are WELCOME?
- Is it "SAFE" to participate?

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Tip #4 – Tell a STORY

- What MEMORABLE stories have made an impression on you? Why?
- What story can I use to “DRAW IN” participants? Your personal story ... or someone else’s story?
- What EMOTION(S) do you hope listeners experience?
- What’s a REAL-WORLD EXAMPLE (good or not-so-good outcome)?

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Tip #5 – Know your OBJECTIVES

- What happens when you aren’t PREPARED?
- What QUESTIONS can you anticipate? Formulate your answers in advance!
- Do you anticipate RESISTANCE? How will you handle it?
- Are there OTHER ISSUES that have a major impact on your participants?

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And just one more... Tip #6 – PUMP IT UP

- YOU WILL SET THE TONE! What tone will that be?
- What are your tone of voice, facial expressions, and body language saying?
- Are you enthusiastic, energetic?
- What if you aren’t feeling positive, confident?

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Finishing Up

- Would you want to be a participant in your own training session? Why?
- If not, DO SOMETHING to improve it ... for your participants and for yourself!
- Try it! You'll like it!



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