

Dementia Training Team

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Dementia training: key
elements that engage learners
and inspire reflection

Clinical Academy for Dementia: why & what is it?

Desire to provide a central point for
accessing expertise in practice,
information, resources, training &
research

- Dynamic Dementia Practice
- Research
- Public awareness
- **Learning and development**

Hammerton Court Norwich: home of Clinical Academy for Dementia



How & why are we working differently?

- Dementia Training Team recognised they needed to develop their way of working because...
 - ✓ Colleagues tell us that they don't just want to learn in a classroom
 - ✓ Age old theory to practice divide
 - ✓ Need to focus on real life experiences & care practices
 - ✓ Whole team approach needed

The power of experiential learning: our core beliefs for creating positive change

- Making meaning from direct experience; reflecting on & in practice using a cycle of change.
- Offering care workers opportunities to explore unique & deep insights into their care practice.
- Applying theoretical and practical experiences to learning in order to support competency building (based on NSDA framework).

Three core learning strategies to support experiential learning

(Stern *et al* 2008)

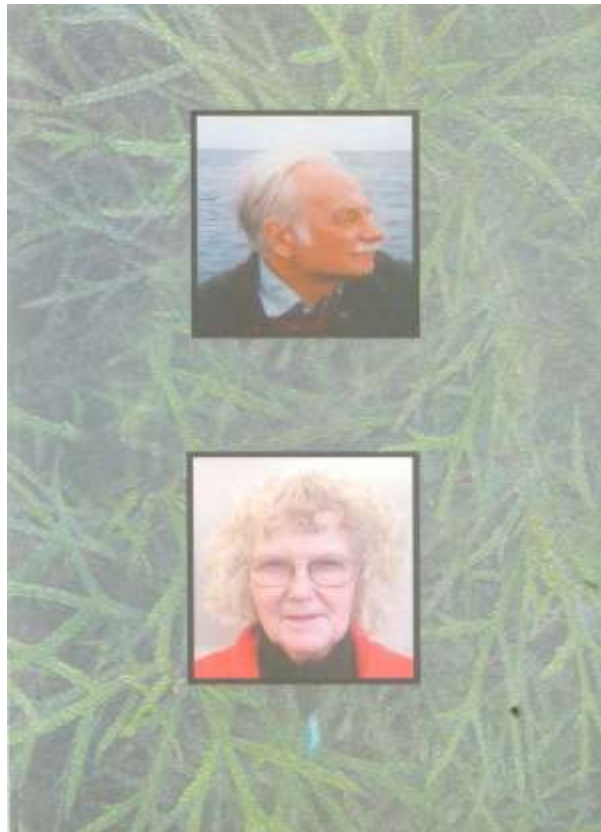
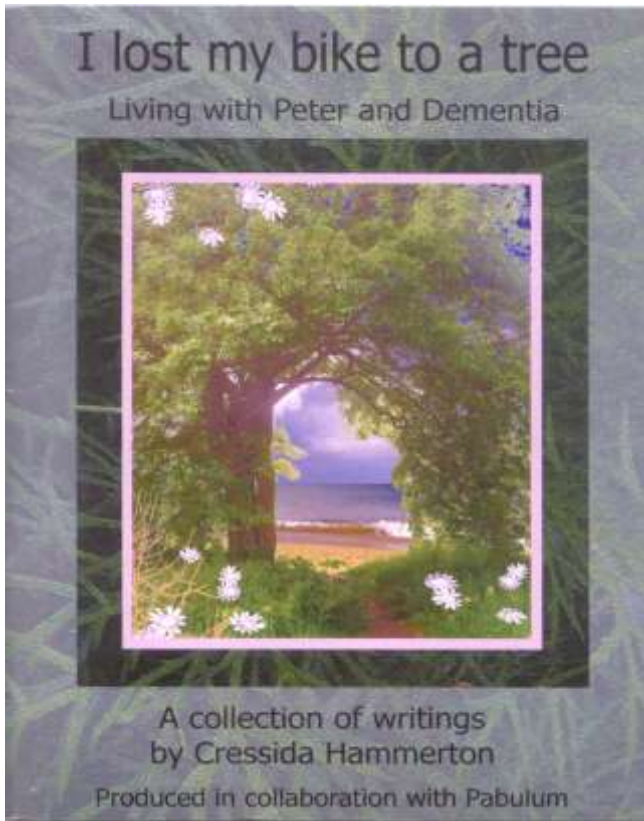
1. Opportunities to gain the perspective of people with dementia ;e.g.

- Dementia Care Mapping

- Including people with dementia in our learning events (Experts through Experience)



•Working collaboratively with Carer Consultants



2. Structured reflection on experiences; e.g.

- Reflective Practice Groups
- Experiential Learning Opportunities: maximising skills of training team & practice development team

Self reflective and guided reflection within workshops

Mealtime Workshop

This is my pledge having attended this course

I will create this opportunity within the next 3 months

Name.....

I am going to endeavour to make mealtimes special
by.....

.....
.....

This will make a difference to people's lives
by.....

.....
.....

To do this I need
to.....

.....

I need the following to support me in doing this
Anything else..?

.....
.....



3. Focused mentoring; e.g.

- Practice Development Team:
- Supporting dementia care workers (in practice) to develop their skills
- Supporting, training and development opportunities to advocate and contribute to the provision of a bio-psycho-social model of dementia care learning and practice

Practice Development Team



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