
 **Center for Applied Research in Dementia**
Creating effective memory interventions.

 **Monarch Risk Management**
Respect. Safety. Transforming Culture.

SYSTEM-WIDE DEMENTIA CARE USING MONTESSORI PRINCIPLES AND SOCIAL SCAFFOLDING

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INTRODUCTION/OVERVIEW


Montessori, Learning and Engagement



Maria Montessori (1870-1952)

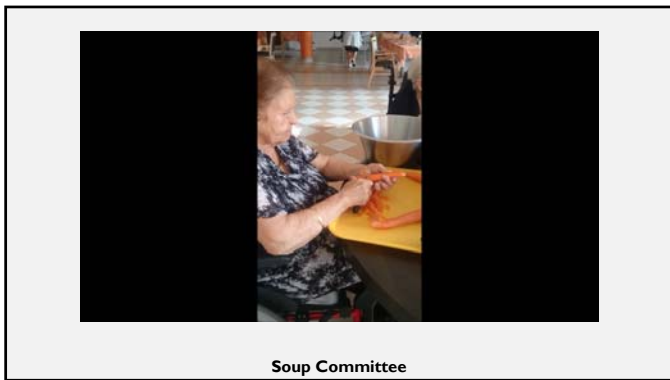
MONTESSORI AND DEMENTIA

- Mantras
 - Why is this happening?
 - Ask the resident
 - Just try



Maria Montessori (1870-1952)





12 KEY PRINCIPLES

The activity should have a sense of purpose and capture interest.

Invite the person to participate

Offer choices whenever possible

Demonstrate more. Talk less.

Physical ability. Focus on what the person can do

Match your speed to theirs. Slow down!

Use visual hints, cues or templates

Give the person something to hold

Go from simple to more complex

Break a task down into steps

In end, ask "Did you enjoy doing this?" and "Would you like to do this again?"

There is no right & wrong. Think engagement

MONTESSORI INSPIRED LIFESTYLE® PLEDGE
I WILL:
WORK TO CREATE A PLACE WHERE I WOULD WANT TO LIVE
REMEMBER THAT I AM A GUEST IN THE HOME OF MY RESIDENTS
TREAT EVERYONE I MEET WITH RESPECT, DIGNITY, AND EQUALITY
REMEMBER THAT I MUST EARN THE TRUST OF OTHERS, AND THAT
THEY MUST LEARN TO TRUST ME
APPLY THE MONTESSORI PRINCIPLES IN EVERYTHING THAT I DO
TREAT EVERYONE I MEET THE WAY I WISH TO BE TREATED

SOCIAL SCAFFOLDING
AND ENGAGEMENT

CROSS WALK
FROM MONTESSORI
TO SOCIAL SCAFFOLDING



SOCIAL SCAFFOLDING INSPIRED:
 HELP ARCHITECT A PLACE WHERE OTHERS WOULD WANT TO WORK
 REMEMBER THAT I AM A SERVANT LEADER AND A FACILITATOR
 TREAT EVERYONE I MEET WITH RESPECT, DIGNITY, AND EQUALITY
 REMEMBER THAT I MUST EARN THE TRUST OF OTHERS, AND THAT THEY MUST LEARN TO TRUST ME
 APPLY THE MONTESSORI PRINCIPLES IN EVERYTHING THAT I DO
 TREAT EVERYONE I MEET THE WAY THEY WISH TO BE TREATED

APPLYING
 THE MONTESSORI APPROACH
 AND
 SOCIAL SCAFFOLDING
 BY
 TRANSFORMING THE PERFORMANCE
 MANAGEMENT SYSTEM



TRANSFORMING PERFORMANCE
MANAGEMENT SYSTEMS

“Can you remember a time when you felt energized and excited to have your performance review? If so, what made you feel like that? If not, what would you change so that you would come away feeling energized, inspired and appreciated?”



BIG PICTURE



**Retrospective Focus
on Evaluation and
Ratings**
(Painful, empty, can feel
meaningless)



**Prospective Focus
on Expectations,
Goals and Growth**
(Comfortable, Easy,
Conversational)

Words from a Coach in Nursing

Initially, I made it bigger that it needed to be because I was anxious. I was trying to be perfect. I learned that it really can be energizing and light. I now find myself looking forward to spending the 15-20 mins with the people I am guiding, it is very rewarding for me and I find I get energy from this instead of it being another task.

Sample Comments

1. Eliminate the number system
2. Process is grueling on either side of the table
3. Ready to throw up after
4. Don't feel energized
5. Feel like I am giving blood
6. More frequent check-ins are more energized
7. Positive or good things from the start
8. Let them know bad things when they happen
9. "How do you feel you are doing in your job?"
10. Supervisor should gather info first
11. Not in the office- to crowded
12. Informal meeting





1. GENERAL ELECTRIC

The future of performance management will include more feedback and place a greater emphasis on development.

2. CARGILL

Cargill says it's seen measurable improvements after managers began giving constructive feedback that was forward-looking, instead of reviewing what had happened in the past.

3. ELI LILLY

In redesigning its performance management process, company leaders tried to adhere to the theme of "trust." The new process is meant to empower employees to take more initiative and voice their ideas. Eli Lilly says that's helping strengthen partnerships between supervisors and employees

4. ADOBE

The new system "requires executives and managers to have regular 'tough discussions' with employees who are struggling with performance issues—rather than putting them off until the next performance review cycle comes around."

5. ACCENTURE

The company is shifting focus to immediate performance development, rather than an annual forced ranking based on the past year's metrics.

6. GOOGLE

Formal rankings have never been a part of the company's process.

- These six trendsetters have one thing in common: They're all switching their focus from dictating what employees should do at work to helping develop their skills as individuals.
- As it stands, companies spend a significant amount of time on evaluation but comparatively little on development.
- Yet it remains that human capital is every business's greatest resource.
- The future of performance management will include more feedback and place a greater emphasis on development. And as employees become even better at their jobs, it's a win-win for everyone.

What Might an Engaged Relationship Look Like During a Performance Review?

- A healthy and loving experience for supervisors and staff.
- Actively seek solutions to challenges together
- Belief that the quality of life for all staff has a direct impact on other business objectives
- Defined elements that should happen on every coaching session

I am Curious
I Wonder
Tell Me More
How Did You Feel
What Do You Think

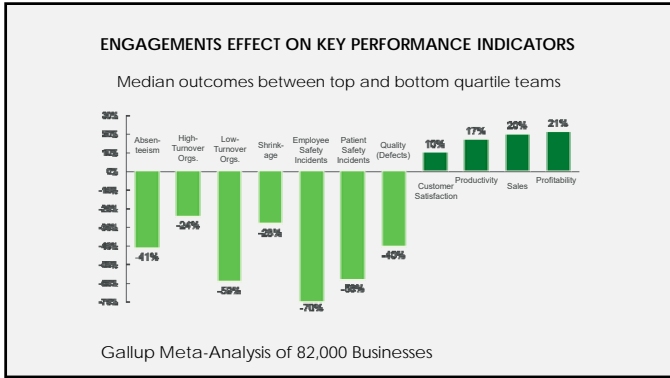
**Base Encounter on Encouragement and
Appreciation**

**When you have felt encouraged and
appreciated, what did the other person do?**

What behaviors?

What words?

What made it meaningful to you?



**APPLYING
 THE MONTESSORI APPROACH
 AND
 SOCIAL SCAFFOLDING
 BY
 UNDERSTANDING EMPLOYEE
 PREFERENCES**

SARAH INTERVIEWS

Legal Name: _____

Preferred Name: _____

Date of Hire: _____

Job Title: _____

Department: _____

Biethel location (city and state): _____

Change of address: _____

Contact Relationship: _____

Child(ren)'s names: _____

Grand(s)parent(s) grandchild(ren)'s names: _____

Place(s) lived: _____

Educational accomplishments: _____

Background: _____

Leisure activities: _____

Hobbies: _____

Favorite holiday: _____

Favorite vacation activity/location: _____

Favorite music: _____

Favorite animal: _____

Favorite food: _____

Favorite drink: _____

Other things: _____

Are there other departments you are looking to go to? _____

Any field-based offices? _____

Favorite family: _____

Favorite movie: _____

Favorite Color: _____

Sports team: _____

Favorite Author: _____

Sign: _____

**APPLYING
 THE MONTESSORI APPROACH
 AND
 SOCIAL SCAFFOLDING

 BY
 CHANGING HOW LEARNING HAPPENS
 FOR STAFF**

THE VISION OF THE REPLACE CHRISTIAN FELLOWSHIP IS TO	ROADMAP TO ENHANCED EMPLOYEE ENGAGEMENT
	
<p>Connection JOHN 14:15-16, 17, 17:20-23 1 PETER 4:8-11, COLOSSIANS 4:5-6</p>	<p>Communication -ACTIVE LISTENING -LEARNING CIRCLES -APPRECIATIVE INQUIRY</p>
<p>Relationship ACTS 2: 42-44, HEBREWS 10:24-25, EPHESIANS 5:1-5</p>	<p>Relationship -PERSONALITY LINGO -LEARNING STYLES -DIFFICULT CONVERSATIONS</p>
<p>Encouragement 1 CORINTHIANS 14:1-3, EPHESIANS 4:29-32, 1 THESSALONIANS 5:11-15</p>	<p>Encouragement -ACTIVE KINDNESS -EMPATHY</p>
<p>Accountability HEBREWS 3:12-13, JAMES 5:13-16, GALATIANS 6:1-9</p>	<p>Accountability -HIDDLES -REPLACING PERFORMANCE EVALUATION WITH COACHING</p>
<p>Teaching/ Training PROVERBS 22:6, 2 TIMOTHY 2:15, 24:16, TITUS 2:1-3, LUKE 6:44-45</p>	<p>Teaching/ Training -LEADING -UPDOWNS ACROSS -SUCCESSION PLANNING</p>
<p>Expansion MATTHEW 28:16-30, EPHESIANS 4:10-16, MATTHEW 11:12</p>	<p>Engagement -ONBOARDING -CULTURE OF VALUE -EMERGING LEADERS</p>

THE EFFECTS OF ENGAGEMENT



ALZHEIMER'S RESEARCH: AUTONOMY, GRACE, AND MENTORING PRACTICES



Thank you!!!!

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