MPL Core Experience

Training Series Overview

Time Required:

- Total of 7 sessions, delivered 1 per week
- Four 45-minute sessions for all team members
- Three 30-minute additional sessions for leadership team (ideally during an already regularly occurring leadership meeting, so as not to add additional time to schedules)

Core Experience Sessions (in order):

- MPL 101 for Leadership
    - Who attends: Leadership Team
    - Who facilitates: Community/Organization Leader (Executive Director, etc.)
    - Description: This session is the opportunity to share with leadership team the purpose of MPL partnership and enlist support during the training and integration process.
    - Materials include:
        - Facilitator Guide
        - PowerPoint with speaker notes
        - Key Elements of a Successful Aging Culture
        - Leadership Declaration template

- What & Why MPL
    - Who attends: All team members (every department, every level of living, including leadership team) and Resident Ambassadors
    - Who facilitates: Organization Leader, with support of Champion Team
    - Description: This session introduces MPL, Successful Aging research, and an introduction to culture. Team members will learn how to speak about the benefits of partnership with MPL and the message of successful aging.
    - Materials include:
        - Facilitator Guide
        - PowerPoint with speaker notes
        - Handouts
        - Self-scoring Lifestyle Review

- Successful Aging & Our Organization
    - Who attends: All team members (every department, every level of living, including leadership team) and Resident Ambassadors
    - Who facilitates: Organization Leader, with support of Champion Team
    - Description: This session defines characteristics of a successful aging culture: growth, empowerment, inclusivity. Team members will learn how language impacts culture and how culture impacts behavior. Team members will also learn how to challenge ageism and to choose words that align with a successful aging culture.

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  - Materials include:
    - Facilitator Guide
    - PowerPoint with speaker notes
    - Handouts

- Successful Aging & Me
  - Who attends: All team members (every department, every level of living, including leadership team) and Resident Ambassadors
  - Who facilitates: Organization Leader, with support of Champion Team
  - Description: This session is an opportunity for team members to determine what successful aging means in their own lives and how they can support the successful aging journeys of residents and other team members.
  - Materials include:
    - Facilitator Guide
    - PowerPoint with speaker notes
    - Handouts

- MPL Leadership in Action
  - Who attends: Leadership Team
  - Who facilitates: Organization Leader
  - Description: This session is the opportunity to discuss with leadership team the specifics of how to integrate MPL principles into each department and prepare each member of the leadership team to facilitate the Session 4 department-specific breakout sessions (MPL Everyday).
  - Materials include:
    - Facilitator Guide
    - PowerPoint with speaker notes
    - Handout
    - Team Member Engagement Master Practices

- MPL Everyday (department-specific breakout sessions)
  - Who attends: All team members (every department, every level of living)
  - Who facilitates: Department Heads facilitate one for their specific department (some departments may combine depending on the size and structure of your organization)
    - Higher Levels (all team members in higher levels of living; may be appropriate to attend this in addition to another department-specific training)
    - Lifestyles (Wellness, Activities, Leisure Services, Chaplain)
    - Environmental Services (Housekeeping, Maintenance, Transportation)
    - Dining Services

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        - Resident/Member Services (Concierge, Physical Therapists, Social Workers)
        - Human Resources
        - Sales & Marketing
        - Resident Leaders (Resident Council Members, Resident Committees)
    - Description: This session is the practical application of MPL principles in the day-to-day operations of each department. Team members will use successful aging principles to analyze language and daily operations, identifying strengths and opportunities for growth, as well as learning about department-specific Master Practices from the MPL Network.
    - Materials for each department:
        - Facilitator Guide
        - Handout Packet
        - Invitation
    - Additional Materials:
        - Sales & Marketing Preparation sheet
        - Resident/Member Preparation sheet

- MPL Leadership Debrief
    - Who attends: Leadership Team
    - Who facilitates: Organization Leader
    - Description: This session is the opportunity to discuss with leadership team the specifics of the training experience and identifying systems for ongoing cultural enhancements. What was successful? What challenges arose? What are the next steps for ensuring all team members understand their role within the successful aging culture?
    - Materials include:
        - Facilitator Guide

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Order of Sessions	ED Role	Department Head Roles	Champion Team Roles	All Team Members
1. MPL 101 for Leadership	Presents during Leadership Meeting	Attend		
2. What & Why MPL	Presents with support from Champion Team	Attend	Support ED in facilitating	Attend
3. SA & Our Organization	Presents with support from Champion Team	Attend	Support ED in facilitating	Attend
4. SA & Me	Presents with support from Champion Team	Attend	Support ED in facilitating	Attend
5. MPL Leadership in Action	Presents during Leadership Meeting	Attend in preparation to lead final sessions		
6. MPL Everyday • Lifestyles • Higher Levels • Environmental Services • Dining Services • Resident/Member Services • Human Resources • Sales & Marketing • Resident Leaders		Lead their department-specific sessions of MPL Everyday (Each department head individually facilitates MPL Everyday for their team, using the most appropriate template)	Attend their departmental MPL Everyday	Attend
7. Leadership Debrief	Facilitates discussion	Attend		

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