**CREATING A LEARNING CULTURE**

**FOR YOUR STUDENT STAFF**

*(adapted from Byers, Johnson & Morris presentation at NIRSA 2003)*

**Understand and Incorporate Various**

**Learning Styles:**

Once you have trained your student staff,

you can use their individual strengths to

strengthen your organization! How do you

do this?

• empower your team to make

decisions

• try to enhance all means of

communication

• build trust between employees.

**Give Constant Feedback:**

• create an environment where

feedback is commonplace

• give opportunities both up and

down the ladder

• know that worker training and

education are seen as an investment

in productivity

**Embrace Change and Expect Failures:**

• from the feedback your staff give,

identify opportunities for change

• decide what you really want to come

of the new change

• communication throughout the

change process is key

• try to calm fears about change –

change is good!

**Tenacity and Discipline:**

• you need to know when to confront

issues before they get out of hand

• keep the faith about new changes

• provide resources and education to

follow through with the change

• continually improve the work

environment to create better habits

**The 12-Step Plan to “Bring it all**

**Together”**

1. select the top candidates to build the

structure of your team

2. get the team on board

3. teambuilding is a frame of mind

4. fix your glitches (in a positive

manner)

5. show your “True Colours” (use different

tests to analyze personality types)

6. mission, vision and core values…

share them with staff and use them

to guide you

7. expectations go both ways

8. educate for leaders (develop your

student staff)

9. sense of identity

10. embrace change AND failure

11. Nike knows the way (Just Do It!)

12. tap dancing is key (don’t step on toes!)