



Development through workshops and courses

Topics

Descriptions in brief

Engage values

Who are the people at the heart of our work?: (re)developing a focus on what really matters

This workshop recognises that over the past 10 years in the disability and aged care sectors, there has been an increasing emphasis on bureaucratic processes. Therefore the workshop aims to assist leaders and front line workers to return the focus to the people who are served.

Transforming hearts and minds

Bring to awareness those values, beliefs and assumptions that either help or hinder marginalised people be part of their neighbourhoods and communities.

Improve ideas and skills in planning and designing support arrangements

The design of support arrangements for a better life: using a model coherency framework

This is a one to two day workshop, designed for people who can influence what support arrangements look like. The workshop provides an overview of the thinking behind the design of any set of support arrangements to ensure that they are coherent with the needs of service recipients. This is an illuminating contrast to how services are typically designed, such as through good intention, or with an over-emphasis on adherence to funding or legal requirements. The workshop will build on your understanding of the Social Role Valorisation framework by exploring the concept of Model Coherency. The elements of Model Coherency are fundamental building blocks for service development, delivery and review. The workshop will provide opportunities to analyse an existing service arrangement and design an alternative, more relevant and potent one. It is a mixture of lecture, discussion and practical application.

Enabling personal agency: changing the power relationship in favour of 'choice and control' (the CDC and NDIS contexts)

Equal and ethical partnering: a foundation for self direction

(Versions of this workshop are also called 'Self direction of bigger and better lives' for families and individuals, and 'Equipping Organisations for the NDIS: Keeping in Touch with What Matters' for key organisational staff.)

The context for this workshop is that the policy and practice of self direction signals a radical change in the relationships between individual/families and services. Equal and ethical partnering requires a discerning use of the power that naturally resides in the professional role. Secondly, while there can be good quality interpersonal partnerships, the workshop can also explore those things that need to be present in the structural and administrative processes. Thus the workshop will be a combination of self reflection and an exploration of a framework to inform our thinking and practice.

Achieve the intended outcomes of the NDIS/CDC: key values-based ideas on how to get there

Creating a values and mission driven culture for inclusive lives

This workshop helps participants to imagine better lives for the people they're involved with, and identifies key steps to get there. Such topics are vital during these times of great change in service arrangements for people with disabilities and older people.



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(Cont)

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Strengthen communities to welcome and include

The art of community conversations in building choice, control and community connections

How we engage with older people, people with disability and with community is critical in terms of people retaining control over their affairs yet helping them to be connected to their community life. This workshop explores desirable types of partnering with each person so that co-creation and co-delivery of support is possible. It will also explore conversations to strengthen community presence and participation.

With a little help from my friends: enabling communities to include people with disabilities (or older people)

This workshop is about social connections. It is designed for those who work in generic community organisations and services, and for people with disabilities or older people and families. The aim of the workshop is to enable marginalised people to not only be present in community life, but also to participate and to develop freely-given community relationships. This requires that we firstly understand the common experiences of marginalised people because of the way that our communities typically react and the way that services typically operate. The workshop will provide a 'thinking framework' (but no recipes) about how to work differently. This includes thinking about the roles of people with disabilities and how we all might support and safeguard this.

Working in people's homes

This workshop explores some of the thorny issues in working in people's homes, including the purpose and role of the worker, what workers need to be mindful of, the boundaries in the relationship between the worker and the person, and how not to turn someone's home into a workplace.

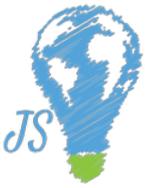
Use Social Role Valorisation (SRV): a rigorous theoretical & practice framework

Workshops on Social Role Valorization (SRV), or drawn from SRV

SRV provides a very useful thinking-framework for responding to the needs of people with disabilities, older people, young people, and people experiencing a mental illness. The workshop can be delivered in a short (half day) or long format (up to four days) and explains why some groups of people are more likely to get marginalised than others. It explores how to 'think roles' as we support marginalised people to have rich meaningful lives and to assist them to find belonging in community life. It also engages with people's values, as we explore the impact of social devaluation. Themes such as imagery, competency, consciousness and mindsets are explored. It is possible to link this workshop to Standards such as Valued Status, Individuality, Respect for Rights, and Support and Training.

Topics drawn from SRV include:

- ▶ the accredited workshops: Towards a Better Life (2 days), and the ten theme introduction to SRV (3 or 4 days)
- ▶ the accredited practicum: PASSING (5 days)
- ▶ half or 1 day 'tasters': roles as a path to relationships and other good things of life; roles and experiences of community life; roles based planning



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Person centred approaches

Use a person centred approach: more than tools

This workshop, particularly designed for people who influence the workings of a service, explores key concepts and six elements of person centred approaches. The framework, refined by the Consortium for Person Centred Approaches, is one of the very few which describes the intended outcomes of person centred approaches, a coherent values base, and key organisational strategies. This workshop will not be about the use of person centred planning tools but IS about the values and thinking which underpin and drive person centred responses.

Please contact Jane for a conversation about topics and formats to meet your needs.

Other capacity development activities

You might also be interested in other capacity development activities with Jane - see next page.



Development with individuals and groups

Change hearts, minds and habits

Action learning

Participative action learning, with highly positive feedback, has been used in multiple contexts such as with those in leadership roles, therapists, and in a range of focus areas such as 'Strengthening social connections', 'Improving equal and ethical partnering in a CDC and NDIS context', 'Enabling greater choice and control', and 'Strengthening the service model within CDC and NDIS contexts'.

Mentoring

Knowledge and skill areas include how to

- ▶ embed 'roles thinking' in an agency
- ▶ develop SRV of workshops
- ▶ work in better power-with relationships
- ▶ work with families
- ▶ improve one's teaching skills
- ▶ improve one's facilitation skills.

Evaluations and reviews

Measure 'lived' quality, that is, the impact of a service/program/initiative on the lives of older people, people with disabilities or other vulnerable groups

Features of evaluations and reviews include that they:

- ▶ are values and vision based
- ▶ capture the voice and experience of those using the service/program
- ▶ discern of the real needs of the people
- ▶ evaluate key service processes and their impacts in relation to people's needs
- ▶ provide informative written reports
- ▶ make recommendations

Facilitated planning

For organisations and programs

Jane uses well planned yet flexible processes that:

- ▶ are values and vision based
- ▶ create a sense of ownership of the issues and the solutions
- ▶ review direction and processes
- ▶ plan for the (service model) responses to the needs of marginalised individuals

For individuals and families

Jane works alongside individuals and their family or family-like friends to:

- ▶ help create a sense of a better life
- ▶ engage key people in thinking about the steps to a better life
- ▶ have an eye on safeguards for sustainability of the plan(s)

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