

Transforming Teams

Creating Person Centred Teams to Change Lives and Organisations

This is an 8 day programme for 20 managers (and 2 days person centred thinking training for staff). It begins by defining the changes that you want to make - for people supported, and teams. Over the next 7 days we work with the managers to enable them to use person centred thinking with people supported, to grow one page profiles, to develop person centred team plans and make meetings and supervision more person centred. It ends by sharing progress, examples and learning with senior managers, and identifying next steps for the organisation.

The programme runs for 6 - 8 months.

Day 1

Overview and Defining Success

Who is it for

We begin with a day for the managers, their managers and other senior staff (maximum 35).

What is the content of the day?

- What is working and not working for people supported, staff and managers.
- What is the national and local context for this work.
- What does success look like at the end of the 8 day programme - for people supported, and for staff and teams.
- How will we know whether we have been successful (specific success indicators).
- Decide how to use day 7 to achieve the success indicators.

Days 2 and 3

Person Centred Thinking

Who is it for

The 20 managers, and as many of their staff as possible (maximum 70 for one large course with 2 trainers, or 2 separate 2 day training courses with 30 people on each).

What is the content of the day?

- Learning and practicing the person centred thinking skills 'important to and important for' and 'working/not working'.
- Developing one page profiles (and use these on day 5).
- Going from a one page profile to a person centred plan.
- Identifying 'burning questions' or unresolved issues to share on day 8.
- Learning and practicing up to 4 other person centred thinking skills that directly enable managers and staff to achieve the specific success indicators agreed on day 1. This could include:
 - Doughnut
 - Decision making agreement
 - Communication charts
 - From presence to contribution
 - Citizenship Tool
 - Dreams
 - Matching staff

Supporting materials

Person centred thinking minibooks

Days 4 and 5

Person Centred Teams

Who is it for?

The 20 managers

What is the content of the day?

- Looking at what is working/not working about teams at the moment.
- Tools to build on what is working and address what is not working.
- Using person centred thinking to achieve the success indicators agreed on day 1.
- Achieving clarity about the purpose of the team, and how team members work together and recording this in a person centred team plan.
- Identifying 'burning questions' or unresolved issues to share on day 8.
- Developing competence in using person centred thinking skills.
- Sharing coaching tools to enable managers to coach staff to use person centred thinking and growing one page profiles to plans (for example '5 whys and a what').

Supporting materials

Person centred thinking in-depth cards and Person Centred Teams Manual

Day 6

Positive and Productive Meetings

Who is it for?

The 20 managers

What is the content of the day?

- Looking at what is working/not working about meetings at the moment.
- Tools to build on what is working and address what is not working, for example, rounds, timed talk.
- Achieving clarity about the purpose of the meetings you run.
- Exploring different roles in a meeting.
- A new approach to developing agendas.
- A flexible meeting process.
- Using person centred thinking tools in meetings.
- Identifying 'burning questions' or unresolved issues to share on day 8.

Supporting materials

Positive and Productive Meetings Manual

Day 7

Towards Success

Who is it for?

The 20 managers

What is the content of the day?

The decision about what will be covered in this day will be made on day 1, in order to achieve the success indicators. The choice is from these full days training:

Person centred supervision.

Person centred risk.

Community building.

Moving towards Individual Service Funds.

Total Communication.

Practical problem solving (e.g. action learning sets, solution circles, 'Y' fronts).

Supporting materials

Pending which day will be covered.

Day 8

Celebrations and Challenges

Who is it for?

Everyone who attended the first day – all 20 managers, their managers and other senior staff (maximum 35).

What is the content of the day?

- What have we achieved - examples of changes for people supported and teams, including one page profiles and team plans.
- How did we do in achieving the success indicators?
- What are the issues that have emerged for the organisation to explore.
- Action planning next steps that address these issues and build on success.

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Overview and Defining Success

For managers and senior managers (up to 35)

Overview of programme
Where are we now? What do we want to change?

An introduction to person centred thinking

The context for change

Defining success for the programme for individuals supported

Defining success for the programme for staff

Agreeing your specific success indicators for the programme

1 day

Person Centred Thinking

For managers and as many senior managers and support staff as possible (70)

Training in person centred thinking tools tailored to meet your success indicators



Person Centred Thinking Minibook

Bring one page profiles

2 days

Person Centred Teams

For managers (20)

Developing team plans

Developing the managers coaching role and training them to coach person centred thinking skills

This training is tailored to meet your success indicators



Person Centred Thinking Cards

2 days

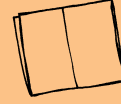
Positive and Productive Meetings

For managers (20)

How to make meetings positive and productive

Using meetings to coach person centred thinking tools

This training is tailored to meet your success indicators



Positive and Productive Meetings Workbook

1 day

Towards Success

For managers (20)

Choose from these full day training options:

- Person centred supervision and using supervision meetings as a coaching opportunity
- Person centred risk
- More person centred thinking tools
- In depth coaching
- Community connecting
- Problem solving, action learning sets and solution circles
- From person centred thinking to person centred plans



1 day

Celebrations and Challenges

For all managers and senior managers who attended Day 1 (up to 35)

Report on how we did on achieving your success indicators (Level 1)

What other changes are required? (Level 2)

What next?

1 day

8 day programme for managers including all materials (person centred thinking minibooks/ person centred thinking cards and all course books) £9450*

Takes place over 6 - 8 months



*Cost does not include travel, delivery of materials or VAT