

Self Directed Support

Helping Providers Make it a Reality

This is an 8 day programme for provider organisations who want to build their capacity and readiness to respond to the personalisation agenda. The programme will support you to develop individualised, flexible service provision whether this is through the deconstruction of block contracts or increasing your ability to be operationally responsive to self directed support tenders and individuals wishing to purchase your services. Or all three!

Days 1 and 2

Overview and Defining Success

Who is it for?

The senior management team, with representation from all departments i.e. HR, Finance etc. Where appropriate a Trustee or Board member depending on how your organisation is constructed.

What is the content of the days?

- Exploring the national and local context in relation to personalisation
- Exploring how you can respond to personalisation as a person centred organisation
- Exploring the organisational context - identifying how ready are you?
- Looking at what is possible
- Identifying outcomes and success criteria
- Comparing and contrasting current practice with where you want to be
- Exploring the links to your growth strategy and business planning
- High level action planning and identifying roles and responsibilities within the programme

Day 3

Implementation and Learning

Who is it for?

Senior Management Team, operationally managers and other appropriate contributors.

What is the content of the day?

Exploring what services you will offer in the light of the outcomes you wish to achieve. We will explore:

- Housing
- Community
- Learning
- Planning
- Brokerage functions
- Specialist support

Exploring how you can aggregate learning to inform strategic planning, organisational growth strategies and your high level action plan.

Day 4

Support Functions - Finance and contracts

Who is it for?

Finance and Contracts department and other members of your senior management team as agreed.

What is the content of the day?

- Exploring what this means for the work of the finance and contracts departments in terms of reporting and purchasing
- Exploring the administration and management of individualised funding
- Exploring contractual arrangements
- Considering risks and responsibilities

Day 5

Support Functions - Human Resources

Who is it for?

Human Resources department and other members of your senior management team as agreed

What is the content of the day?

Exploring what the workforce currently looks like and what it needs to look like considering:

- Job descriptions
- Person specification
- Hourly Rates
- Skill mix and role
- Recruitment Processes
- Marketing
- Training and development

Days 6 and 7

Towards Success

The decision about the content of these days and who they will be for will be made as the programme begins. The days will be used to address emerging themes from the work completed so far. The choice will be from the list below:

- Developing team plans
- Positive and productive meetings
- Person Centred recruitment
- Person Centred Supervision
- Person Centred Plans to Support Plans
- Person Centred Risk
- Person Centred Reviews

Day 8

Celebrations and Challenges

Who is it for?

Everybody who has been involved in the programme.

What is the content of the day?

- Identifying what you have achieved
- Measuring success against the agreed indicators
- Exploring the issues that have emerged from the work you have done
- Action planning the next steps that address these issues, build on the successes and agree how to make what you have achieved sustainable

Who is it for?
 Providers who want to develop individualised services and effectively respond to the personalisation agenda

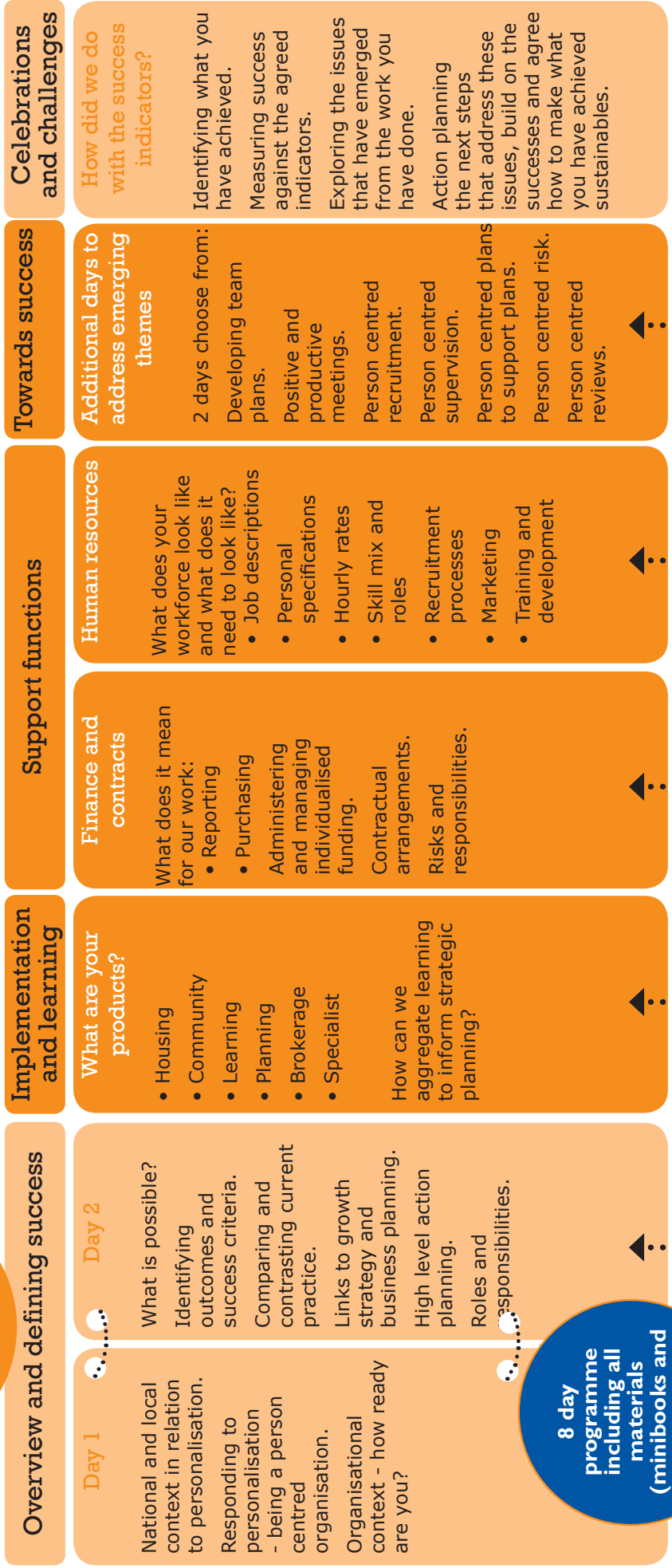
Self Directed Support

helping providers make it a reality

Takes place over 6 - 8 months

Outcomes

Individualised, flexible service provision
 Operationally responsive to self directed support
 Deconstruction of block contracts
 Responsive to individual self directed support tenders



8 day programme including all materials (minibooks and course books) £7950*

Project planning and management



*Cost does not include travel, delivery of materials or VAT. We are happy to discuss options with you for this programme being purchased by a number of combined providers.