

Our Purpose

To ensure that Person-Centred Thinking and Planning permeates all aspects of the organisation in order to move from good to great.

Great things about us

Agnes is passionate, enthusiastic, committed.
Nicola is honest, committed and friendly.
Paul is dedicated with knowledge and a vision.

Pauline is creative, supportive, committed.
Lorna is honest, good fun, enthusiastic.
Peter is creative, open, good team worker.
Lesley-Ann is approachable, enthusiastic and has integrity.

Louise has a calm approach, always follows through and is able to see multiple perspectives.
John is open, honest and committed.
Martin is fair, funny and a good listener.
Tim is a good listener, supportive, committed
Helen is supportive, always positive, good listener.

What is important to us

- That we have a clear plan, regularly reviewed, that achieves positive outcomes for the people we support
- We are open and honest, considering individual perspectives
- That there is effective communication both within the team and with the wider organization, which includes 'top down' and 'bottom up'
- We are punctual and do what we say we will. We 'walk the walk'
- We work in a person centred way with each other, including humour in what we do
- We set SMARTA actions (Specific, Measurable, Achievable, Realistic, Timebound and Agreed) which take into account resource implications

How best to support us

How we can support each other

We support each other to think well together by:

- We don't put people on the spot to make quick decisions.
- We have time on the agenda to think and use timed talk to give time for this.

We support each other and use the skills in the group.

We send out the agenda and papers for meetings two weeks in advance.

We treat each other with respect and make meeting and working together enjoyable

We manage our time well – using a time keeper in our meeting, work within agreed timescales.

We share responsibilities and share the workload

The agenda specifies how people can prepare for the meeting.

How others can support us

The Board

- Understand and demonstrate the Person Centred ethos of the Organisation
- Use the tools – and see the values of their use in their role



Coaches

- Share the vision
- Champion the use of Person Centred Thinking in all aspects of their work using the tools and supporting staff to use them and through their language and ethos

Managers

- Share the vision
- Recognise that they have a key leadership role to the success of Person Centredness permeating the Organisation and changing people's lives
- Champion the use of Person Centred Thinking in all aspects of their work using the tools and supporting staff to use them and through their language and ethos
- Communicate to the Leadership Team success, challenges and issues within Services
- Share what we are learning about Tools and Person Centred practices

Everyone

- Share the vision
- To be changing people's lives through using tools, language and ethos
- Demonstrate Person Centredness in every aspect of their role

Voices for choices and people we support

- Tell us how they experience the impact of Person Centred practices in their lives

