



PERSONALISED PROGRAMME FOR MANAGERS

SUPPORTING MANAGERS TO DELIVER PERSON-CENTRED CHANGE, AND BUILD PERSONAL RESILIENCE, WITHOUT LEAVING THE WORKPLACE

We have created a fresh, innovative approach to supporting first line and middle managers to create person-centred change and deliver outcomes, develop person-centred teams and build their personal resilience – without leaving the workplace.

Traditional or blended approaches to training still require days away from the workplace, which means that their work needs to be covered by someone else or they have to both catch up and try and implement what they have learned when they return.

Our approach is a personalised programme, with excellent resources, to enable managers to assess where they are now, set goals and be supported to achieve these goals through individual sessions with one of our consultants. We will be using Progress for Providers for managers and we guarantee that the manager will be able to evidence the difference this has made by increasing their assessment scores on two or three priority areas and being able to describe the positive changes they have made.

THE PROGRAMME IS A COMBINATION OF

1. 6 Individual sessions with one of our consultants by Webinar/Skype/FaceTime or phone designed specifically to support you to achieve your goals.
2. Monthly group coaching online sessions – meeting up with others who are developing person-centred teams.
3. Three bespoke Webinars - only available to people on this programme, designed around your goal areas - to provide additional content to help deliver on goals.
4. Networking through a closed online group to support participants.
5. Matching you to a buddy – another manager in another organization who is on the programme as well, for mutual support.
6. A years membership to a dedicated Membership Site for managers on this programme with a range of resources and downloads.
7. A resource pack worth over £100 including:
 - A year's e-learning licence – a resource to ensure you are confident in using person-centred thinking tools.
 - The book – Person-centred Teams by Helen Sanderson and Mary Beth Lepowsky.
 - A pack of FINK cards – resources to use with your team around wellbeing.

There is also an opportunity to take part in a gathering for managers on the programme.

HOW DOES IT WORK?

The first two individual sessions include using Progress for Providers for managers to explore how you are doing in delivering person-centred change for individuals supported and staff. From this you will decide on your two or three goals to achieve through the programme and what success will look like. We will also look at your personal resilience and the values that drive you – how you manage stress and stay present and focused.

From then on, each session is specifically designed to support you to work on your two or three areas to deliver change, and build your personal resilience and wellbeing.

Here is an example. Sarah wanted to change how meetings happened with her team, and how she could make a difference to the departmental meetings she attended.

Michelle, her consultant, worked with her to explore in more detail what was working and not working about meetings at the moment. They looked at how she could build on what was working, and Michelle identified specific processes, from an approach called Positive and Productive Meetings that could help address what was not working. This included sharing a new agenda format that focused on outcomes in meetings, and talking her through how to use a similar working/not working exercise in her next team meeting.

At the end of the session, Sarah agreed to:

- Watch the 40 minute film that Michelle had done, around Positive and Productive Meetings.
- Look at the e-learning, at the sections on 4 plus 1 questions, and working and not working from different perspectives (40 minutes total).
- Have a look at the chapter on meetings in the Person-centred teams book.
- Try the new agenda process in her next team meeting, and use the 'working and not working' exercise in the meeting to see how her colleagues felt.

Immediately after the hours call, Michelle emailed her a summary of the actions and the links to the resources. She copied in Sarah's manager Theresa, as agreed, so she knew what Sarah was working on and could also support her.

Sarah joined in the monthly coaching session and heard how other managers were addressing meeting challenges, as well as some issues around supervisions.

At the next session, Michelle and Sarah reviewed what Sarah has tried and learned, what she was pleased about and concerned about, and what she was going to try next, based on the resources she had looked at. Sarah's second goal was to improve how she supervises staff, so they agreed her next steps with changing her meetings, and looked at supervision as well.

WHAT DOES IT COST?

£1850 (excluding vat)

WHAT NEXT?

Please email Michelle@helensandersonassociates.co.uk if you are interested and she will send you an application form and arrange a call with you.