



ASYE: Skill Development Programme

"I have found this training really useful. I have completely changed my outlook on how I work. This has been one of the most useful training sessions that I have attended." "The skills learned on this course will be taken and implemented throughout my career" "It added a spring in my step. I feel more confident, competent and secure in my abilities and capabilities." Previous participants.

Background to the programme:

The programme was commissioned following successful evaluation and delivery of this programme to Step up to Social Work students and to NQSW's in North Yorkshire, Doncaster, Leeds and Sheffield. Parts of the programme have been delivered to a variety of other professionals.

Purpose of the Programme:

To provide participants with a generic skill development programme which:

- Is based on the identified needs of the practitioners and requirements of the commissioners.
- Can be applied in a range of settings.
- Mirrors contemporary social work practice.
- Is interactive and co-creational in the building and development of skills.
- Is modular in design and delivery.
- Is adaptive and developmental.

Key Outcomes for the Programme:

By the end of the programme participants will have:

- Successfully completed a skills programme which prepares them for the next stage of their professional development.
- Critically reflected on and evaluated the impact and outcomes from the programme both individually and collectively.
- Have in place an individual development plan for the next phase of skills and career development.

Managing Time & Boundaries at Work

Authoritative Practice and Relational Risk Taking

Being In & Out of Control and Working Effectively in Systems

Day 1

Day 2

Day 3

Day 4

Day 5

Day 6

A Holistic Review

9:15 Session One

Groundrules for important conversations, identifying our needs.

10:45 refreshments

11:00 Session Two

Using open space to identify the important conversations we need to have.

12:30 Lunch

1:15 Session Three

Using World Café to explore key questions in building skills in social work.

2:45 Refreshments

3:00 Session Four

Reviewing our work and the six day programme: creating an agenda for us.

4:00 Finish

Being effective at work

9:15 Session One

Restoring a work/life balance and self-efficacy.

10:45 Break

11:00 Session Two

Dealing with challenges at work. Forum theatre/dialogue.

12:30 Lunch

1:15 Session Three

Mindfulness and connection mapping.

2:30 Refreshments

2:45 Session Four

Appreciative inquiry: what we do well and action planning.

4:00 Finish

Module One: Using our Community of Practice

9:15 Session One

Understanding communities of practice reflecting on developing challenging skills.

11:00 Break

11:15 Session Two

Using forum theatre/dialogue to explore difficult situations with clients/service users.

12:30 Lunch

Module Two: Using Rank, Power and Authority

1:15 Session Three

Using rank, power and authority effectively.

2:45 Refreshments

3:00 Session Four

Experiencing the impact of rank power and authority.

4:00 Finish

Module Three: Non Violent Communication

9:15 Session One

Working well with rank power and authority.

10:45 Refreshments

11:00 Session Two

Introducing and working with non-violent communication.

12:30 Lunch

Module Four: Personal Influence and Effectiveness

1:15 Session Three

Effective use of self and non-violent communication.

2:45 Break

3:00 Session Four

Influencing cycles of change and assessing our change journey.

4:00 Finish

Module Five: Taking Control of Situations

9:15 Session One

Mindful practice deepening our dialogue. Helping families take control and responsibility.

10:45 Break

11:00 Session Two

Using forum theatre/dialogue to explore control and influence in multi professional meetings.

12:30 Lunch

Module Six: Building and Sustaining Emotional Resilience

1:15 Session Three

Processing and understanding the emotional impact of our work.

2:45 Break

3:00 Session Four

Personal, team based and organisational support to sustain resilience.

4:00 Finish

Module Seven: Working with Systems Thinking

9:15 Session One

Consolidating our emotional resilience.

10:45 Break

11:00 Session Two

Experiencing and thinking in systems.

12:30 Lunch

Module Eight: Identity, Growth and Change

1:15 Session Three

Exploring systems.

2:45 Break

3:00 Session Four

Developing competence and capability. Managing the transition to professional practice.

4:00 Finish

Brian Lawson Pen Picture: Brian has been developing, supporting and delivering Children's Services over the last 25 years as a practitioner, manager, trainer and commissioner. He has been involved in the design and delivery of Early Help, frontline and wider safeguarding and support services on a multi-agency basis. He is currently working with three Local Authorities on major redesigns of their Children's Social Care Services.