

Enabling Essential Skills for Support Staff

Participants

20

Price Band

A

No of days

1

Extra Costs

None

A one day course that extends workers' thinking and practice from beyond "caring" and "support" to working in an enabling way.

FEATURES

- What enabling means.
- How enabling fits, complements and clashes with how support workers are often expected to fulfil their role.
- The consequences of good and poor enabling practice.
- Practical experience of working in an enabling way.
- How to stay strong as a worker who seeks to "enable" people to live the life they choose whilst working in a "caring" context.
- The session is experiential. Participants work through real enabling scenarios that require them to navigate their way through a myriad of blocks and barriers that stand in the way of an enabling approach.
- The session is taught by consultants that have experience of working in an enabling way in direct support roles and who can evidence substantial success in enabling people to live the lives they choose in difficult or complicated circumstances.

LEARNING OUTCOMES

- Know how to start enabling someone to live the life they choose.
- Be able to identify that practice in themselves and others.
- Be willing to challenge a "done to" or "done for" approach to working with people.
- Offer a really strong direct support foundation to the development of empowering and enabling organisations.

WHO IS THE COURSE FOR?

Direct support staff in enlightened organisations that want to achieve more for the people they support than can be achieved through "caring for" or "doing for" approaches. Leaders and managers of direct support services who want to support their

staff to work creatively with people supported on their own terms. This course will not work for staff working in organisations that do not already have a strong foundation in Person Centred Practice.

OUTLINE PROGRAMME

- Definition of enabling and how it differs from other "approaches" to working with people with learning disabilities.
- The key skills needed to be a great enabler and how to develop them.
- Pitfalls and traps that disable, not enable, people.
- Practical application of enabling skills.
- Getting back to the workplace and using your enabling skills; top tips and things to avoid.