



Thriving

Best practice for investing in workforce well-being

Paradigm are offering an exciting and pioneering series of practical, evidence-based, interactive workshops, cultivating best practice for supporting workforce well-being.

These 'Thriving' workshops have been developed in response to conversations in the [Gr8 Support Movement](#) and are designed to equip Team Leaders and Line Managers with the tools and approaches they need, to ensure Support Workers feel nurtured and well supported, so they can thrive at work.

Support work and support work management is emotionally and mentally demanding; not least due to the huge pressures created by the pandemic.

By investing in ourselves and our teams, we can all work in a more sustainable way that protects and nurtures our emotional and mental health.

As [research](#) shows, we can do this by nurturing the core qualities that people need to thrive and empower themselves - qualities and skillsets such as courage, compassion, perspective, emotional literacy, reflective practice and rebalance.



These online creative and dynamic series of workshops will take a 'social mindfulness' approach, looking at how we can:

- **best support and cultivate the best in ourselves.**
- **support colleagues struggling with emotional fatigue, mental exhaustion, moral distress, on the edge of burnout and spot the early signs in colleagues.**
- **take preventative action, nurture core qualities, self-awareness and reflective practice.**
- **manage things skilfully when they go wrong.**



...and examine how our values show up when things get tough.

To find out more about the series structure, the costs and about the Facilitator, keep on reading! ...

The structure: 10 x 2 hr group sessions online every 2 weeks from the **9th May 2022** (dates [here](#)) **PLUS 2 one-to-one sessions:**



1

Introduction – The core values, approach and social mindfulness: a 'socially engaged' mindfulness.

2

Compassion work – What compassion is, how and why compassion is fundamentally energising; an antidote to fatigue, apathy, burnout and emotional distress.

3

The 5 'Edge states' of empathy, altruism, integrity, respect and engagement – needed to live our values in Support Work. What happens when we lose balance and 'fall over the edge' from **empathy & altruism** to numbness, distress and help that harms.

4

A closer look at the edge states of integrity & respect – What happens when we 'fall over the edge' into apathy, distress and hostility, disrespect and bullying.

5

A closer look at the edge state of engagement – What happens when we 'fall over the edge' into busyness, stress and burnout, and reflecting on interconnections between states.

6

Working 'at the edge' – Identifying and spotting early warning signs of losing the balance, what it takes to sustain working consistently at the edge and learning from losing our balance.

7

Facing the fear – The nature of courage, its relationship to vulnerability, emotional literacy and healthy boundaries, how it can and why it should be cultivated in practice.

8

Healthy boundaries – Setting and holding healthy boundaries and how the cultivation of self-compassion, along with courage, is fundamental to this skill.

9

Helpful habits – Simple and powerful tools, techniques, models of practices and habits that nurture and cultivate self-compassion. Using reflective practice to cultivate compassion in ourselves and our teams.

10

Embedding practice – How, where and when we can habitually reinvigorate and reinforce our core values of empathy, integrity, respect, trust, community engagement and inclusion through the cultivation of helpful habits with Support Workers.

WHO ARE THESE WORKSHOPS FOR?

These exciting, interactive 'Thriving' workshops are for Team Leaders and Line Managers who need to :

- invest in their own emotional and mental well-being so that they are taking care of themselves and learn to work in a more sustainable way.
- become highly skilled in supporting their teams of Support Workers to thrive in a climate of intense pressures.
- retain great Support Workers and attract more great people into support work.

HOW MUCH?

There are 10 x 2hr online workshops and 2 x 1:1 sessions with Tony Bamforth.

The total for each place is **£550 PLUS VAT** (approx **£45 per session**)

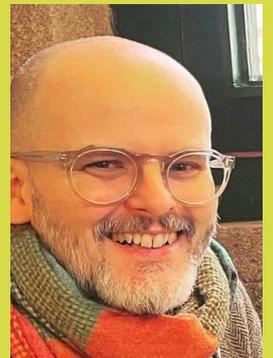


(If you are a Gr8 Support Movement, a Reach Network Member or manage your own team of Personal Assistants, you get a 10% discount.)



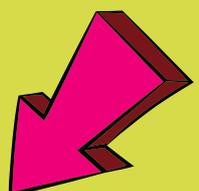
WHO IS THE COURSE RUN BY?

Tony, from 'Glowyerownway' has worked with people with learning disabilities for over 15 years, most recently as CEO of the Elfrida Society, where he facilitated the co-production of an inclusive wellbeing strategy for the organisation.



Tony has worked as a Support Worker, Advocate, Project Manager and Support Broker and was the CQC Registered Manager for the organisation's outreach support project for 7 years, so he knows the pressures Support Workers face and the importance of equipping staff with the resources they need to work in a nurturing, sustainable way.

With over 15 years experience designing and delivering workshops for Support Workers & Managers, Tony has qualifications in leadership and management, health care (MTI), NLP (AIP), Coaching & Mindfulness. As a member of the Mindfulness and Social Change network, Tony is passionate about the potential of Mindfulness and Self-Compassion practices to empower those of us working to make society more kind, fair and inclusive.



TO FIND OUT MORE OR BOOK A PLACE:

Simply email the Paradigm team at hello@paradigm-uk.org
or call 020 8870 8643. We'd love to hear from you!