



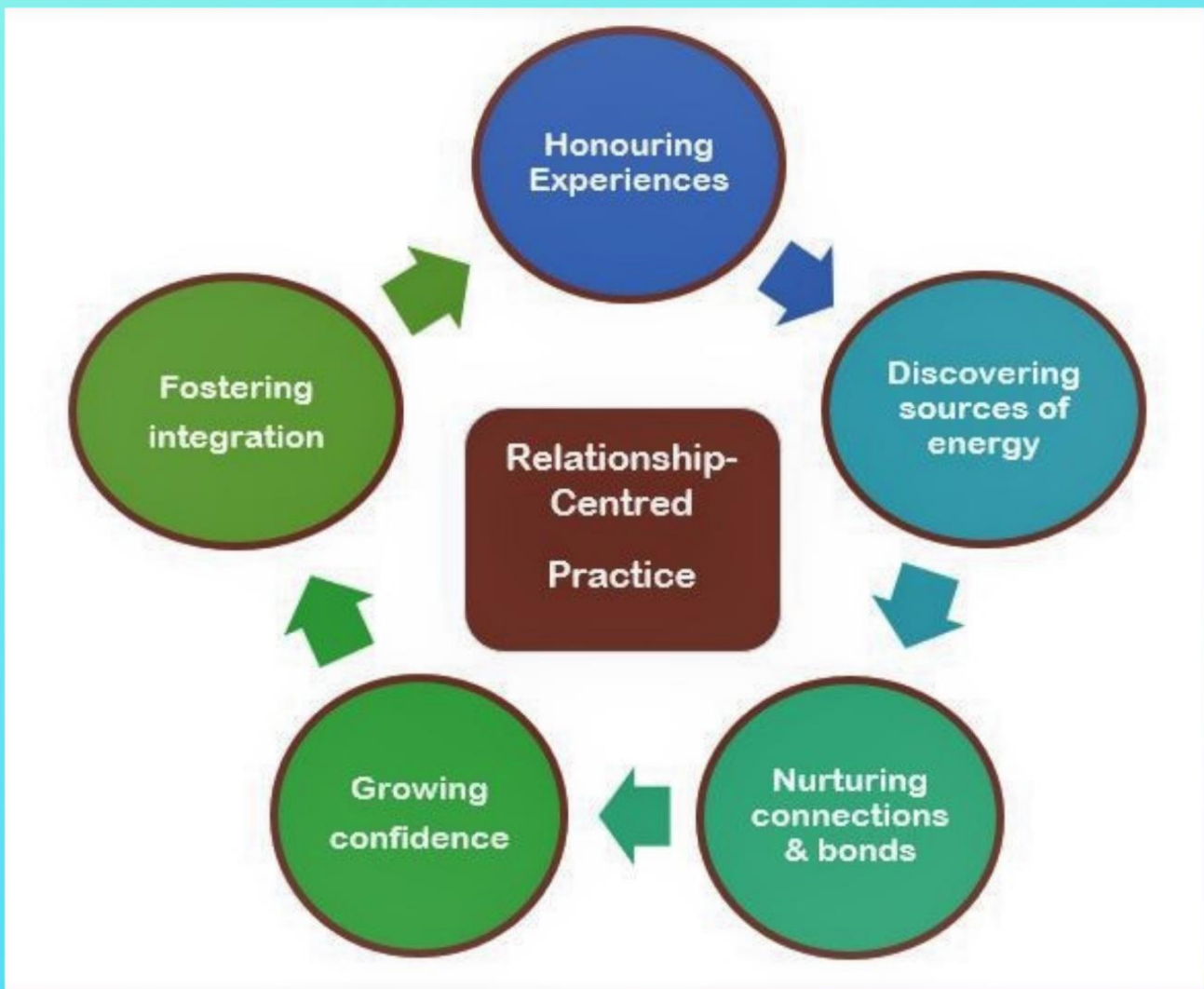
Grow As We Go

A Collection of Online Leadership Programmes for
Embedding
Relationship-Centred Practice in Care Settings

Online Leadership Programmes for Care Settings






Grow as We Go is a collection of online leadership programmes that will enable participants to implement real change in the way things are done in their care setting, through a focus on relationship-centred practice.

Building on the expertise and experience of the Grow as We Go Team and in response to the current context in health and social care, there are five key elements which are woven throughout all aspects of the Grow as We Go programmes.






To further expand on the five key elements illustrated on the previous page, Grow as We Go programmes focus on building capacity for:

-  Supporting people to honour their experiences from times of challenge and make sense of how they would like to incorporate their learning from these recent times
-  Reflection and exploration that supports people to discover sources of nourishment and energy for themselves and their teams to meet the ongoing challenges
-  Nurturing connections and bonds between residents, staff and families in care homes
-  Creating cultures which strengthen people's confidence to work with uncertainty and innovation
-  Enhancing collaboration that fosters effective cross-sector working and helps to make health and social care integration a reality

Grow as We Go and My Home Life

The Grow as We Go programmes have been developed from the nationally and internationally recognised work of My Home Life which aims to enhance the quality of life of those who live, die, visit and work in care settings.

In Scotland, My Home Life has been successfully engaging with care homes for the past 7 years, offering a range of programmes including leadership, personal outcomes, human rights, creating community, advanced care planning, working relationally with complaints, and cultural change.



What We Offer

The programmes introduce participants to the theories and practices that underpin the My Home Life and Grow as We Go approach, including Appreciative inquiry, Relationship-Centred Practice and Caring Conversations.

The essence of these theories and practices which underpin our work are:

We cannot change other people, but through changing ourselves others will respond differently

We work with people rather than on them

Words create worlds

Curious questions are an action in themselves

Stories are at the soul of an organisation and help us learn what we care about

We are experts of our experience

What we focus on grows and expands

This approach gives life to the best of the ideas, knowledge and practices that people already have, inspires mutual learning and encourages people to take action on their own and with others. These can happen 'on the job', in formal and informal settings, at numerous times over a day and often, in the moment.

The Heart of the Work:

Relationship-Centred Practice.

Organised as 3 half-day workshops with the design, delivery style and content focusing on:

- Knowing myself and others
- Feeling fine – fine to feel: approaches to connecting emotionally
- Nurturing closeness, connections and relationships
- The power of our words: developing curiosity and playfulness with our language to influence culture
- Noticing and capturing everyday excellence and helping it to happen more of the time
- Giving things a go together: experimentation and improvisation

Applying Relationship-Centred Approaches to a Specific Theme from Practice

After the initial core Relationship-Centred Practice workshops, there is the option for a further programme of workshops, ranging from 2-5 half days, to support care home staff to apply their learning about relationship-centred approaches to a particular aspect of their practice.

Possible themes for these additional workshops include applying relationship-centred practice approaches to:

1. Promoting a culture of well-being
2. Relational approaches to complaints
3. Embedding a focus on relationships in documentation & policies
4. Embedding a focus on relationships in recruitment, induction and supervision
5. Everyday rights made real
6. Getting the best from audit for all
7. Creating community
8. Enhancing integration for meaningful outcomes
9. Bringing ideals and practical ideas from stories into action

Action Learning

Further support for care home staff can be offered through monthly appreciative action learning. This may be appealing to those who have had previous experience of action learning with My Home Life, as well as to those who are recognising their need for a safe space for professional support and growth.

Grow as We Go team.

Dr Belinda Dewar, Dr Cathy Sharp, Fiona Cook and Dr Edel Roddy

If you would like more information or would like to have a conversation with a member of the team.

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