

Facilitating Reflective Practice - supporting others to evidence learning

This workshop is **Module II** of the four-day **Reflective Practice Course**. **Module I** is a **pre-requisite for participants**. For details for **Module I** - (“**Reflective Practice – A Key to Competency**”) please see contact details below.

This **2-day training package** aims to support managers, leaders and facilitators to set up and maintain robust reflective practice (supervision) systems in teams and organisations. Reflective practice is a professional and employment requirement of most practitioners in public services. It is a competency highlighted by all professional bodies and is a requirement for registration. It is also recognised as being core to the development of many other professional competencies, including evidence-based practice, collaborative formulation skills and effective negotiation skills.

Completion of this workshop fulfils the requirements for practising as a **Reflective Practice Group Facilitator** in an organisation using the Care Aims Framework. It is highly recommended for any practitioner applying to become a Care Aims Facilitator.

AIMS of the WORKSHOP:

- To identify the systems required to develop a reflective workforce.
- To develop the facilitation skills required to support individuals and groups to reflect.
- To practise effective interventions to facilitate reflective practice in one-to-one and group meetings.
- To gain insight into personal skills and development needs in relation to the role of facilitator.

LEARNING OUTCOMES: Participants will have:

Knowledge of:

- the role of a facilitator
- ways of creating a safe environment for reflective practice
- how groups function and grow
- theories of adult learning

and **developing competencies** in:

- establishing a reflective working environment
- managing group process
- supporting effective relationships
- communicating effectively
- facilitating reflection and learning

WORKSHOP OUTLINES: This workshop is highly individualised and experiential with the opportunity to apply the concepts taught and to practise skills. It includes a **pre-course pack** (involving approximately 90 minutes of preparation). It also involves a strong element of self and peer assessment of participants’ skills against a **set of core competencies**.



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Broad Areas covered include:

- Noticing and understanding group processes,
- Recognising the impact of the group dynamic on each member of the group,
- Facilitation skills in ensuring learning in groups,
- Contracting skills to ensure effective reflection and evidence-based practice,
- Offering feedback and encouraging a shared commitment to learning,
- Creating effective accountability structures for reflective organisations,
- Self and Peer Assessment against core competencies.

THE WORKSHOP IS SUITABLE FOR:

- any Health, Education or Social Care practitioner wishing to develop their facilitation skills in support of their consultation or leadership role.
- any manager, supervisor or professional/clinical lead wishing to develop their own reflective process and to facilitate this in their staff.

FACILITIES: These should be provided by the service/organisation commissioning the package and, for each workshop, should include:

- a large room (big enough for break-out groups)
- a data/powerpoint projector, screen and flipchart
- refreshments as appropriate
- photocopying of handouts

COSTS: (*Fee covers tuition*)

For up to 12 participants (single-handed facilitation)

£3,000 + £600 VAT = **£3,600** plus travel/accommodation expenses at cost plus VAT

COURSE DEVELOPERS and FACILITATORS: Kate Malcomess or Janet Wilson

For more details please see www.careaims.com – Meet the Team:

A facilitator/facilitators will be allocated to your course according to the dates agreed.

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Please see www.careaims.com for more details or to book a course please use the contact details below.

E-mail us at: contact@careaims.com or

Phone us on: **0131 516 8493**

