



# Consulting Circles

*Skills Training in Health & Social Care*

## Intermediate Group Work Training Outline



2012 - 13

## 1. Introduction

Consulting Circles is a specialist training consultancy delivering therapeutic skills training to health and social care providers across the UK. Set up in 2007 by Sonia Yeandle and Ray Jenkins, Circles is dedicated to providing innovative approaches to workforce development through bespoke training and consultancy services that include strategic planning, third sector marketing, implementing quality assurance systems (ISO 9001) and outcome analysis.

Our courses are specifically designed to enhance the capacity of managers and staff providing health and social care services, to deliver high quality therapeutic interventions to service users.

At Consulting Circles we place great emphasis on delivering quality services to our clients. Our products are developed from the core skills of our Directors and Associates. We have more than 18 years experience at a strategic and operational level of organisational development, third sector service delivery, statutory contract management and workforce development. Our strength is our knowledge base which brings tangible value for our clients by achieving measurable results quickly and cost effectively.

[Ray Jenkins Dip. Couns. MBA; C&G 7303 \(PTLLS\)](#) is the former Development Director for CRI, a national social care provider delivering substance misuse interventions within the criminal justice system and community. He is a former member of the UK Anti Drugs Co-ordination Unit (UKADCU) advising on the implementation of the Government's 10 year Drug Strategy. He has extensive knowledge of staff and workforce development that is supported by an operational background in delivering community services across integrated services.

[Sonia Yeandle Dip. Couns. C&G 7303 \(PTLLS\)](#) has more than 17 years experience of working in the social care field with Social Services and local authority legal departments. Sonia also holds an Advanced Diploma in Integrative Counselling, & Psychotherapy, Diploma in Integrative Group-work, Diploma in Supervision and a PTLLS qualification. Sonia also designs and runs CPD Workshops for Counsellors, Key-workers and Social Care & Health staff across the UK.

[Damian Grainer MA; C&G 7303 \(PTLLS\)](#) Trained in psychotherapy, coaching, substance misuse and management, he has worked within the health and social care field since 2001 and prior to this worked as a manager in the private sector. He has worked both in mental health and substance misuse working across a range of tier 2 and 3 agencies and also has experience of residential therapeutic communities. With particularly strong experience in the implementation and turnaround of large recovery orientated integrated substance misuse services, he also has particular expertise in group work and psychosocial interventions for substance misuse.

### [Associates](#)

Consulting Circles work with a small number of select associates with senior operational management experience and proven track records in the delivery of social care training and consultancy. We ensure that all our associates have the right skills and qualifications to match an organisation's business and training needs.

- ★ Training is delivered by highly qualified facilitators who have direct experience of developing and implementing group work programmes across the health and social care field.
- ★ Intermediate group work training is specifically designed to equip practitioners with the knowledge base and practical skills to plan, facilitate and record groups with challenging and difficult to engage client groups (inc. offenders).
- ★ Group work modules reflect recovery orientated interventions and enhance the facilitators understanding of group based Node Link Mapping techniques and the development of social, community and personal recovery capital.
- ★ To date, Consulting Circles have trained more than 3,000 frontline health and social care practitioners in recovery orientated interventions. We were the first OCN accredited training centre for Node Link Mapping skills training in the UK.

## 2. How Group Work Evolved

The power and usefulness of small groups has been recognised for thousands of years although “the technique of formally organised group therapy is said to have been devised by JH Pratt in 1905. Pratt was holding general-care instruction classes for recently discharged tuberculosis patient’s when he noticed the impact of this experience on their emotional states.

In 1925 psycho-analyst; Trigant Burrow became dissatisfied with individual psychoanalysis, and began experimenting with group techniques. Burrow hoped to decrease the authoritarian position of the therapist, and to more thoroughly examine interpersonal interactions.

The application of group therapy methods to prison inmates and discharged mental hospital patients was pioneered by Paul Schilder and Louis Wender in the 1930s. At that time group therapy was found to be particularly useful in the treatment of children and adolescents.

The development of group therapy was given impetus during world war 2, as a result of the number of soldiers requiring treatment” ([www.encyclopedia.com](http://www.encyclopedia.com))

### What is a Group?

“Two or more people who share a common definition of themselves and behave in accordance with such a definition” (Vaughan & Hogg, 2002, p.200).

There are many types of groups and group therapies. Aveline and Dryden (1988) identify the main small group therapies by their theoretical background as being:

- Analytic/ Psycho-dynamic
- Interpersonal Group Therapy
- Gestalt
- Psychodrama
- Cognitive – behavioural (CBT, REBT etc)

### **3. Who is this course for?**

Our 2 x day course has been developed specifically for practitioners who have previous knowledge of group interventions and wish to further their understanding of the group process. Our intermediate skills training will increase their awareness as to the potential of group work and will equip them with the skills and knowledge to facilitate a range of therapeutic, psycho-educational, support and recovery orientated group interventions.

Increasingly, frontline practitioners are expected to deliver enhanced outcomes with fewer resources. Group work offers staff teams the opportunity to provide a range of treatment interventions efficiently and effectively.

Our aim is to provide experienced key/group workers with an opportunity to deepen their theoretical knowledge around group work, receive peer feedback in relation to their facilitation techniques and boost their confidence to deliver group interventions with complex client groups.

Learning is participatory and experiential, providing delegates with the opportunity to relate theory to practice. Highly experienced facilitators employ a combination of structured exercises, role play and didactic teaching methods to recreate realistic group scenarios.

#### **The Course will cover:**

- Creative group work and application within a recovery orientated system
- Using node link mapping & social recovery tools to enhance effectiveness
- Developing a facilitative leadership style whilst developing their own practice
- Planning, preparation and recording of groups for peer feedback
- Evaluation, participation, contribution and progress
- Review and challenge of the group process and dynamics
- Applying group work with criminal justice clients
- Group work theory and innovative practice

Our facilitators will be responsible for providing structure, theoretical input, boundaries and safety. You will be asked to contribute to the course content as there is strong emphasis placed on peer learning. Participants are encouraged to discuss examples of their own practice and wherever possible, use examples relating to current or past practice.

There is an expectation to facilitate aspects of the course in pairs. Feedback from the facilitator and peers will be given with regard to participants co-working and facilitating skills. Facilitators will constantly review of the processes operating within the group over the two days.

### **3. Learning Outcomes:**

Delegates who participate on this course will:

- To provide an enhanced understanding of the group process & dynamics
- Explore and develop your own leadership and facilitation styles
- How to effectively co-facilitate and support learning outcomes
- To provide facilitators with skills to work with complex groups inc. offenders
- Familiarise facilitators with the process of group mapping materials
- Explore and understand your own process as a facilitator and group member
- Examine the roles participants adopt in groups and subsequent behaviours
- How to ensure groups build trust and maintain boundaries
- Explore how to promote diversity and equal opportunities.

#### 4. Programme Outline

<b>Day 1 – Int. Group Work</b>	<b>Session Focus</b>	<b>Duration</b>
<b>Session 1.</b> Preparation & planning	<ul style="list-style-type: none"> <li>• Group expectations</li> <li>• Participants, material &amp; structure</li> <li>• Preparation &amp; media</li> </ul>	75 x minutes
<b>Session 2.</b> Group Process	<ul style="list-style-type: none"> <li>• Basic assumptions</li> <li>• Group evolution</li> <li>• Adaptive roles</li> </ul>	75 x minutes
<b>Session 3.</b> Group dynamics	<ul style="list-style-type: none"> <li>• Performance &amp; effectiveness</li> <li>• Transference &amp; counter transference</li> </ul>	75 x minutes
<b>Session 4.</b> Roles people adopt	<ul style="list-style-type: none"> <li>• Leadership</li> <li>• Motivations behind the role</li> <li>• Reinforcing boundaries</li> </ul>	75 x minutes
AM/PM Breaks		75 x minutes
<b>1 x Facilitator</b>	<b>Total</b>	<b>6.25 hours</b>

<b>Day 2 – Int. Group Work</b>	<b>Session Focus</b>	<b>Duration</b>
<b>Session 1.</b> Learning styles	<ul style="list-style-type: none"> <li>• Kolb's learning cycle</li> <li>• Pre group preparation</li> </ul>	75 x minutes
<b>Session 2.</b> Communication	<ul style="list-style-type: none"> <li>• Active listening skills</li> <li>• Non – verbal communication</li> <li>• Facilitator to co facilitator</li> </ul>	75 x minutes
<b>Session 3.</b> Offending behaviour	<ul style="list-style-type: none"> <li>• Thematic group facilitation</li> <li>• Challenging collusion</li> <li>• The moral maze</li> </ul>	75 x minutes
<b>Session 4.</b> Recovery orientated tools	<ul style="list-style-type: none"> <li>• Mapping formats</li> <li>• Enhanced communication</li> <li>• Self management</li> </ul>	75 x minutes
AM/PM Breaks		75 x minutes
<b>1 x Facilitator</b>	<b>Total</b>	<b>6.25 hours</b>

## 5. Training Costs

We have scoped the delivery of our 2 x day workshops to accommodate a maximum of 16 and minimum of 12 delegates. Purchasers will be responsible for funding, sourcing and supplying the venue as well as providing delegate refreshments for the duration of the training.

<b>2 x day Intermediate Group Work Skills</b>	<b>Cost</b>
Standard delegate rate	<b>£180.00</b>
* Reduced delegate rate if 2 or more courses booked	<b>£160.00</b>
Training preparation	<b>(inclusive)</b>
Debrief & report writing	<b>(Inclusive)</b>
Support Materials & course handbooks (upto14)	<b>(inclusive)</b>
Overnight accommodation per night (Inner/outer London £120)	<b>£90.00</b>
Travel charged per mile	<b>40p</b>
Subsistence per day per trainer	<b>£20.00</b>
<b>* Venue to be supplied by purchaser</b>	
<b>* Prices are subject to 20% VAT</b>	

## 6. Workshop Facilitation

All workshops are facilitated by Damian Grainer, Sonia Yeandle or Ray Jenkins. We will assess each participant's skill level, knowledge and ability, to inform individual continuous professional development. Summary reports and copies of training feedback forms can be provided as part of a structured training debrief.

### Copyright

Copyright of all workshop materials and supporting literature (including course handbook) will be retained by Consulting Circles. Ownership of all pre- course questionnaires and subsequent analysis will automatically be considered the property of the purchaser as will any completed workshop evaluation reports.

Should you wish to enquire further about our courses you can visit our website on [www.consultingcircles.com](http://www.consultingcircles.com) or write to:

Chris Carrington  
Training & Development Manager  
6 First Avenue  
Charmandean  
BN14 9NH

Tel: 0844 804 5432 or you email your confirmation to [chris@consultingcircles.com](mailto:chris@consultingcircles.com)

## 7. DANOS Units covered

AA2 (HSC233)	<p><b><u>Relate to and interact with individuals</u></b></p> <ol style="list-style-type: none"> <li>1. Identifying the relationship needs of individuals</li> <li>2. Developing effective relationships with them</li> <li>3. Monitoring and altering the relationships to meet changing needs.</li> </ol>
AA6 (HSC355)	<p><b><u>Promote choice, well-being and the protection of all individuals</u></b></p> <ol style="list-style-type: none"> <li>1. Protecting individuals whilst respecting their diversity, difference, preferences and choice.</li> </ol>
B15 (HSC31)	<p><b><u>Promote effective communication for and about individuals</u></b></p> <ol style="list-style-type: none"> <li>1. Promote effective communication for and about individuals.</li> <li>2. Identifying ways of communicating effectively on difficult, complex and sensitive issues.</li> <li>3. Supporting others to communicate and updating and maintaining records and reports.</li> </ol>
AD1	<p><b><u>Enable individuals to talk about and identify:</u></b></p> <ol style="list-style-type: none"> <li>1. What they know and understand about substances</li> <li>2. The methods by which people take substances</li> <li>3. The effects of different substances on people's lives</li> <li>4. The reasons for people taking substances</li> <li>5. Who takes different types of substances</li> <li>6. Whether there is a difference between the use of different substances and why this is the case</li> <li>7. The different classifications of drugs under the legislative framework</li> <li>8. Attitudes to substance use and misuse</li> </ol>
AD2	<p><b><u>Ask individuals appropriate and searching questions about:</u></b></p> <ol style="list-style-type: none"> <li>1. The substances they have not mentioned</li> <li>2. Their reasons for believing some substances are preferable to others</li> <li>3. What they mean when they use street terms for different substances, paraphernalia and modes of use</li> <li>4. The source of their information and the accuracy of their sources</li> </ol>
AD3	<p><b><u>Enable individuals to explore:</u></b></p> <ol style="list-style-type: none"> <li>1. Their feelings about substance use</li> <li>2. Their feelings and values about people who use substances</li> <li>3. Their feelings about why people use different substances</li> </ol>
AI3	<p><b><u>Counsel groups of individuals about their substance use using recognised theoretical models</u></b></p> <ol style="list-style-type: none"> <li>AI3.1 Plan/prepare therapeutic group activities</li> <li>AI3.2 Prepare/support individuals through therapeutic group activities</li> <li>AI3.3 Evaluate agreed therapeutic group activities.</li> </ol>

## 8. Our Customers

Since 2008, Consulting Circles have provided training to:

Albert Centre	Addaction
ADSI	Barking & Dagenham DAT
Bexley DAAT	Brent DAT
Bradford PCT	Basement Project
Buckinghamshire PCT	Calderdale PCT
DISC	Drug Aid
Grimsby DIP	Luton PCT
East Sussex NHS Partnership	East Sussex DAAT
North Lincolnshire Safer Neighbourhoods	
CRI-Crime reduction Initiatives	
North & Midlands	
London	
South & Southwest Directorates	
HMP Bellmarsh	HMP Bullingdon
HMP Drake Hall	HMP Grendon
HMP Hewell	HMP Lewes
HMP Holloway	HMP Manchester
HMP PARC	HMP Springhill
HMP Stanford Hill	HMP Swaleside
HMP Wormwood Scrubs	HMP YOI Altcourse
HMP YOI Feltham	HMP YOI Rochester
Gateshead PCT	Hammersmith & Fulham DAAT
Hereford DASH	Hull City-Safe
Islington PCT	First Care Health
Lifeline	NECA
NHS Hillingdon	Oasis Partnership
RAPt	
Reading DAAT	Redbridge DAAT
Redcar & Cleveland PCT	Safer Middlesbrough Partnership
Sefton DAAT	SMART Criminal Justice Projects
Shropshire DAAT	South Tyneside PCT
SAAS	Surrey DAAT
South Luton DAAT	Turning Point NE
South Shields SMT	Worcestershire DAAT
South Wales DIP	