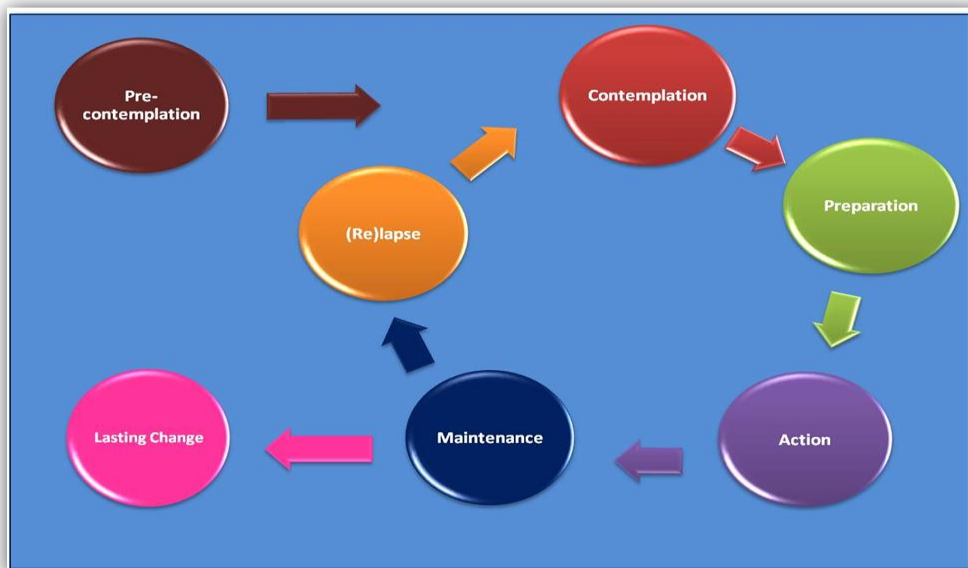




# Consulting Circles

Skills Training in Health & Social Care



## Motivational Interviewing (MI)

A two day workshop for clinical, non-clinical health and social care practitioners

Spring/Summer 2011

Consulting Circles, Impact House, 24 Fallowfield Crescent, Hove BN3 7NQ

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## 1. Introduction

Consulting Circles is a specialist training consultancy delivering skills capacity building and therapeutic interventions training services to statutory and voluntary sector providers across the UK. Established in 2007, Circles is dedicated to providing innovative approaches to the continuous professional development of staff and managers through bespoke training courses, policy writing, operational consultancy and systems analysis.

Our training courses are specifically designed to enhance the capacity of staff within public sector agencies and voluntary social care organisations to deliver high quality engagement, care planning and treatment interventions to their service beneficiaries.

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 15 years experience at a strategic and operational level of organisational development, third sector service delivery, contract management and fundraising. Our strength is our knowledge base which brings tangible value for our clients by achieving measurable results quickly and cost effectively to meet your training requirements.

**Sonia Yeandle, Adv. Dip. Couns.** has more than 17 years experience of working in the social care field with Social Services and local authority legal departments. Her expertise encompasses Workplace Policy writing, implementation and training as well as Workplace Stress Audits and ISO Project Management. Trained by BSI (British Standards Institute), Sonia has worked with a number of small charities to help them prepare for ISO certification status.

Sonia also runs a successful private counselling and supervision practice in Brighton & Hove, East Sussex. She holds an Advanced Diploma in Integrative Counselling, & Psychotherapy, Diploma in Integrative Group-work, Diploma in Supervision and a Preparing To Teach in the Lifelong Learning Sector (PTLLS) qualification. Sonia also designs and delivers CPD Workshops for Counsellors, Key-workers and Social Care & Health staff across the UK.

**Ray Jenkins Dip. Couns. MBA** is the former Development Director for CRI, a national social care provider delivering substance misuse intervention 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 Tiers 2, 3 & 4 services as well as a range of Criminal Justice initiatives including; DIP, CARAT, DRR, PASO and PPO. A qualified Trainer (C&G 7303) Ray has been delivering ITEP courses since 2008.

### 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.

## 2. What is Motivational Interviewing?

Experienced workers often say that one of the most draining things about their job is trying to motivate clients to make behaviour changes. Frequently workers try to pass on their own enthusiasm and energy to a passive or resistant client only to find their own energies depleted without effecting significant or lasting changes in the client.

Motivational Interviewing (MI) is a client centred, goal directed, guiding style of therapeutic communication developed by Bill Miller and Steve Rollnick to help people motivate themselves to change their behaviour. MI involves learning to use simple but powerful techniques that help to quickly establish a productive, working relationship with clients, allowing them to explore their own motivation, ambivalence and resistance to change, efficiently guiding them towards more desirable behaviour. The effectiveness of MI has been demonstrated in a variety of settings with many different types of clients and is considered to be an “evidence based” practice.

The aim of this 2 day Motivational Interviewing training course is to enable practitioners to increase their competency at supporting clients to change their behaviour. The workshop is highly participative in style offering delegates an in-depth opportunity to consider their current key-working style. Building on this self-awareness, delegates will learn new strategies from the world of MI and thus enhance their current practice.

No previous knowledge of motivational interviewing is required although a background in counselling skills will be an asset. Combining a mix of theory and practice, this high calibre workshop emphasises the use of role-plays to practice skills and techniques with expert supervision.

By the end of this 2 day training course, delegates will be able to:

- Describe the principles of motivational interviewing.
- Reflect on current key-working style.
- Assist people to assess their own readiness to change.
- Help people make appropriate decisions about their behaviour.
- Recognise and work with people ambivalent about change.
- Use reflective listening skills to elicit change-talk.
- Recognise and roll with client resistance.
- Explain the process and psychology of change.
- Be able to use MI in brief contacts.

Research into the teaching of motivational interviewing has shown that full competence is only reached when a typical 2-day introductory workshop is backed up by supervised practice in the workplace (Miller et al 2005). Many organisations are able to provide this in-house and we strongly recommend that agencies commissioning M.I. training build such supervision in to their overall staff development plan.

## 3. Training Approach

Consideration is always given to the fact that training sessions must be delivered on behalf of purchasers in such a way that ensures commissioned services remain operational. For large teams we suggest workshops are scheduled to ensure all staff members have the opportunity to contribute and benefit from training.

- Training will be informed by pre-course discussions with Managers from the purchasing organisation in order to establish the required learning outcomes, available resources, core service profile, workforce development plans and skill levels.

- Training materials will include case studies taken from spent case loads which relate directly to achieving learning outcomes and will be selected for their relevance to the purchaser's core service portfolio.
- Training content will reflect the operational knowledge of Trainers, Managers and the operational staff themselves. All Consulting Circles training courses are developed from evidence based practice in accordance with national policy and practice frameworks.
- Upon request, Service Managers can be provided with written feedback in regard to delegate participation, skills deficiencies and aptitude.
- Consulting Circles trainers will make recommendations for ongoing training and support for individual staff members following the training programme in accordance with the purchasers' professional development frameworks (PDF) and audit processes.
- Trainers would encourage Service Managers and Administrators to consider participating in agreed elements of the training programme to gain first hand knowledge of current workforce practice, systems knowledge, operational approach and skills capacity.

#### 4. DANOS Units Covered:

HSC233 (AA2)	<b>Relate to and interact with individuals</b> <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>
HSC3111 (AA4)	<b>Promote the equality, diversity, rights &amp; responsibilities of individuals</b> <ol style="list-style-type: none"> <li>1. Protecting individuals whilst respecting their equality, diversity, difference, preferences and choice.</li> </ol>
HSC33 (AC1)	<b>Reflect on and develop your practice</b> <ol style="list-style-type: none"> <li>1. Reflect on, evaluate and take action to enhance your own knowledge and practice.</li> </ol>
AB2	<b>Support individuals who are substance users</b> <ol style="list-style-type: none"> <li>1. Enable individuals to adopt safe practices associated with substance use.</li> <li>2. Support individuals when they have used substances.</li> <li>3. Support individuals in reducing substance use.</li> </ol>
AF2	<b>Carry out assessment to identify and prioritise need</b> <ol style="list-style-type: none"> <li>1. Assess the individuals substance misuse problem and their understanding of services available.</li> <li>2. Assess the need for referral to substance misuse services or to a comprehensive substance misuse assessment.</li> <li>3. Make referral to a substance misuse service or comprehensive substance misuse assessment.</li> </ol>
AI1	<b>Counsel individuals about their substance use using recognised theoretical models</b> <ol style="list-style-type: none"> <li>AI1.1 Establish and manage the counselling relationship.</li> <li>AI1.2 Enable individuals to identify and explore concerns.</li> <li>AI1.3 Review options and assist individuals to decide on a course of action.</li> </ol>

## 5. Programme Outline – Motivational Interviewing – 2 day training

<b>Day 1:</b>	<b>Tuition Focus</b>	<b>Duration</b>
<b>Session 1.</b> 9:30 - 11:00	<ul style="list-style-type: none"> <li>• Introductions</li> <li>• Understanding Motivational Interviewing</li> <li>• Stages of change model</li> </ul>	90 x minutes
<b>Session 2.</b> 11:15 - 12:30	<ul style="list-style-type: none"> <li>• M.I. Foundations &amp; principles</li> <li>• Communication styles</li> </ul>	75 x minutes
<b>Session 3.</b> 1:30 - 2:45	<ul style="list-style-type: none"> <li>• Change Talk</li> <li>• M.I. First Stage – Pre-contemplation to Contemplation</li> </ul>	75 x minutes
<b>Session 4.</b> 3:00 - 4:30	<ul style="list-style-type: none"> <li>• Practice sets</li> <li>• Summary of the day</li> </ul>	90 x minutes
<b>am/pm &amp; lunch breaks</b>		90 x minutes
1 x Facilitator		<b>Total: 7.0 x Hours</b>

<b>Day 2:</b>	<b>Tuition Focus</b>	<b>Duration</b>
<b>Session 5.</b> 9:30 - 11:00	<ul style="list-style-type: none"> <li>• Checking In</li> <li>• Resistance to Change</li> <li>• Rolling with the resistance</li> </ul>	90 x minutes
<b>Session 6.</b> 11:15 - 12:30	<ul style="list-style-type: none"> <li>• MI second stage: Preparing to action</li> </ul>	75 x minutes
<b>Session 7.</b> 1:30 - 2:45	<ul style="list-style-type: none"> <li>• Practice sets</li> </ul>	75 x minutes
<b>Session 8.</b> 3:00 - 4:30	<ul style="list-style-type: none"> <li>• Case study discussion</li> <li>• Summary of the day</li> </ul>	90 x minutes
<b>am/pm &amp; lunch breaks</b>		90 x minutes
1 x Facilitator		<b>Total: 7.0 x Hours</b>

## 6. Indicative Costs

Training costs are scoped on a maximum of 12 and minimum of 8 delegates per course. Delegate groups of up to 20 can be accommodated through the appointment of a second workshop facilitator.

<b>2 x Day - Motivational Interviewing – maximum 12 delegates</b>	<b>Cost</b>
2 x training days delegate rate	<b>£120.00</b>
1 x day training preparation	<b>(inclusive)</b>
Supervision/support days	<b>£450.00</b>
1 x day follow up, debrief & report writing	<b>(Inclusive)</b>
Support Materials & course handbooks x 12	<b>(inclusive)</b>
Travel expenses per mile	<b>40p</b>
Overnight accommodation per trainer per night	<b>£90.00</b>
Subsistence per day per trainer	<b>£20.00</b>
<b>* Venue to be supplied by purchaser</b>	

**Trainer Days:** Motivational Interviewing training days will be facilitated by Ray Jenkins, Sonia Yeandle or a similarly qualified associate who will assess each participant's current skill levels, knowledge and ability, to inform individual continuous professional development. Summary reports will be provided as part of a structured training debrief.

The terms and conditions of this proposal are valid for 28 days from the date of the said proposal. Should you wish to confirm your agreement to the terms and conditions of this proposal please confirm your acceptance in writing to:

**Chris Carrington**  
**Training & Development Manager**  
**Consulting Circles**  
**24 Fallowfield Crescent**  
**Hove, East Sussex, BN3 7NQ**

**Tele: 0844 804 5432**  
**Mob: 07751 435503**  
**E.mail [sonia@consultingcircles.com](mailto:sonia@consultingcircles.com)**

## 7. 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. Each participant will receive a Certificate of Attendance mapped to DANOS competencies.