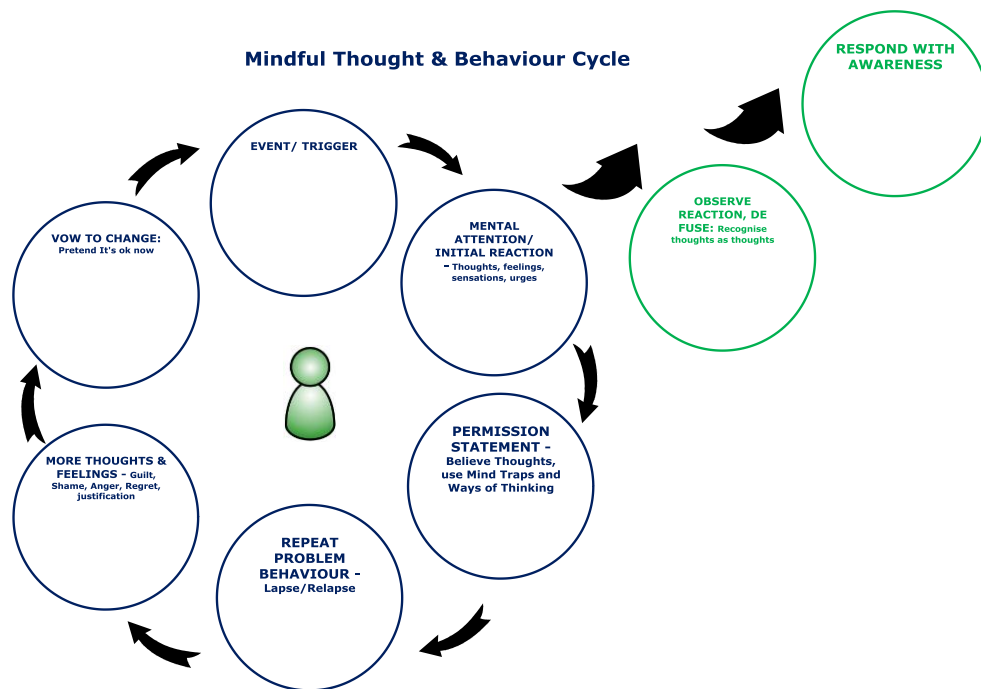




# Consulting Circles

Skills Training in Health & Social Care



## Motivational Interviewing (MI)

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



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. We provide strategic and operational support with contract management, third sector marketing, recovery initiation and service user advocacy.

Our courses are specifically designed to enhance the capacity of managers and staff of generic substance misuse agencies to deliver high quality, recovery orientated interventions to service users, their families and carers.

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 of strategic and operational organisational development, innovative service delivery, contract management and workforce development. Our strength is our knowledge base, providing tangible added value for our clients by achieving measurable results quickly and cost effectively.

[Ray Jenkins Dip. Couns. MBA](#) is a former Development Director of CRI, a national social care provider delivering drug & alcohol 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 integrated treatment systems in the community as well as a range of Criminal Justice initiatives including; DIP, CARAT, DRR, ATR, BSR, P-ASRO and IOM. A qualified Trainer (C&G 7303) Ray has been delivering ITEP courses since 2008.

[Sonia Yeandle Dip. Couns. C&G 7303](#) 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 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.

### [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.

#### 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

Day 1:	Tuition Focus	Duration
<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 x Hours</b>

Day 2:	Tuition Focus	Duration
<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>• Employing MI with other CBT, Node link Mapping and recovery capital approaches</li> </ul>	75 x minutes
<b>Session 8.</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 x Hours</b>

## 6. Pricing Schedule

Training costs are scoped on a maximum of 16 and minimum of 10 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 14 delegates</b>	<b>Cost</b>
2 x training days delegate rate	£180.00
Training preparation	(inclusive)
Supervision/support days (optional)	£450.00
Follow up, debrief & report writing	(Inclusive)
Support Materials & course handbooks x 16	(inclusive)
Travel expenses per mile (approx 540m)	40p
Overnight accommodation per night (Inner/outer London £120)	£90.00
Subsistence per day per trainer	£20.00
<b>* Venue to be supplied by purchaser</b>	
<b>* Prices are subject to 20% VAT.</b>	

**Trainer Days:** Motivational Interviewing training days will be facilitated by Ray Jenkins, Damian Grainer, 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.

## 7. Copyright & Certification

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. Delegates will receive a Certificate of Attendance mapped to DANOS competencies.

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 can email your confirmation to [chris@consultingcircles.com](mailto:chris@consultingcircles.com)

## 8. Our Customers

Since 2008, Consulting Circles have provided training to:

Albert Centre	Addaction
ADSIS	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 Partnership	Safer Middlesbrough
Sefton DAAT Projects	SMART Criminal Justice
Shropshire DAAT	South Tyneside PCT
SAAS	Surrey DAAT
South Luton DAAT	Turning Point NE
South Shields SMT	Worcestershire DAAT
South Wales DIP	