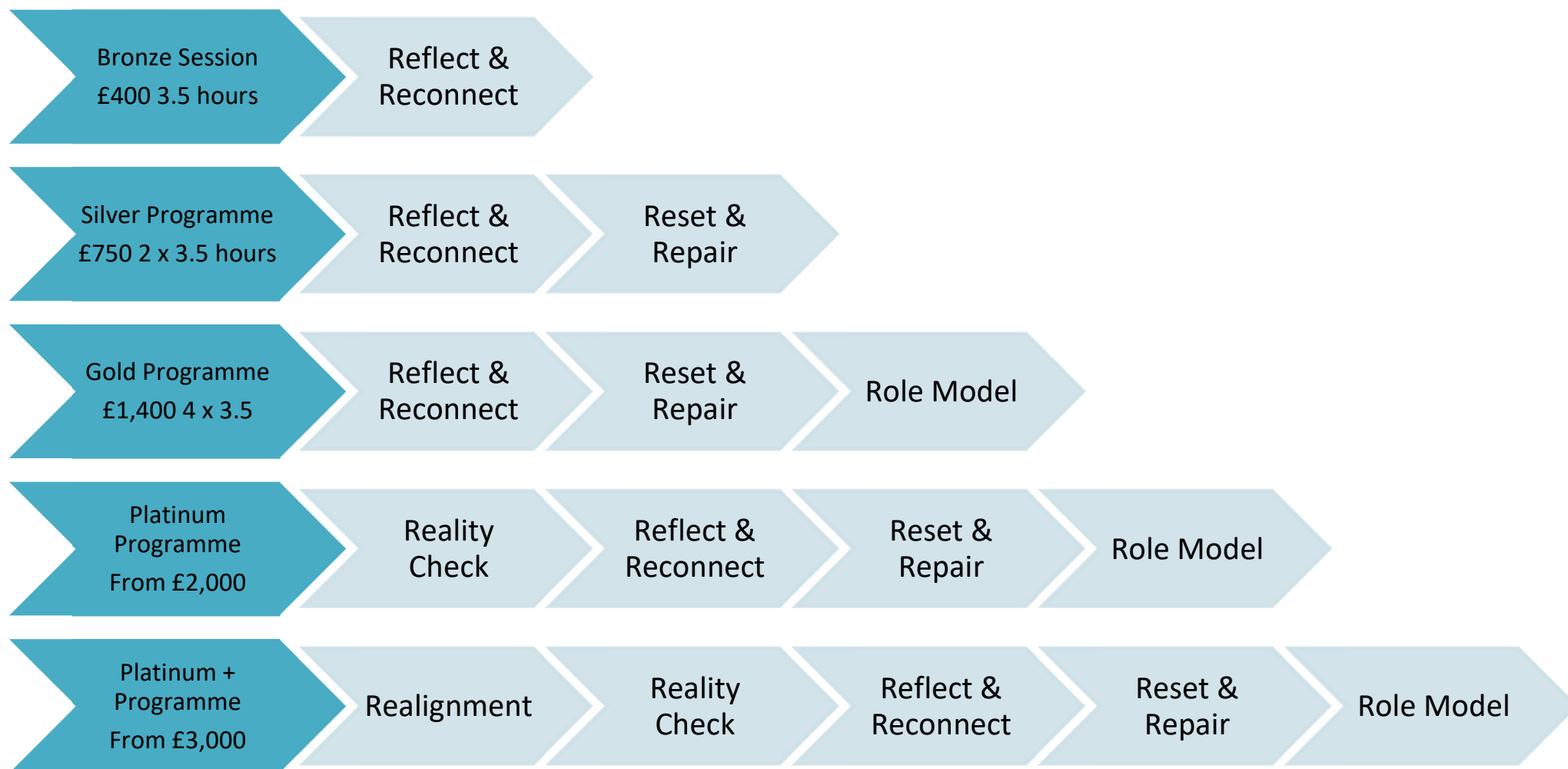




A programme of reflection, reconnection, reset & repair that will demonstrate your value in your people by investing in their personal development.



**Value in People**  
HR Consultancy



<b>Programme</b>	<b>Bronze</b>	<b>Silver</b>	<b>Gold</b>
<b>Session</b>	<b>1. Reflect and Reconnect</b>	<b>2. Reset and Repair Leadership for Everyone</b>	<b>3. Role Model Leadership Development</b>
<b>For who?</b>	All Care & Nursing Staff, Kitchen Staff, Housekeeping Staff, Reception & Admin Staff, Team Leaders, Heads of Department.	All Care & Nursing Staff, Kitchen Staff, Housekeeping Staff, Reception & Admin Staff, Team Leaders, Heads of Department.	Senior Carers, Team/Shift Leaders, Heads of Department.
<b>Overview</b>	An opportunity to constructively review the pandemic experience for positive outcomes; and to reconnect with ourselves, our motivation and our wellbeing.	Creating new and solid foundations of understanding on which we can begin to rebuild and repair our self-confidence, our working relationships and our services.	Leadership development for those who have formal leadership responsibility.
<b>What does it cover?</b>	<ul style="list-style-type: none"> <li>• Positives from the pandemic.</li> <li>• Why our foundations rocked.</li> <li>• What makes us good carers, why do we do what we do and why we're sometimes our own worst enemy.</li> <li>• Wellbeing, it's more than yoga.</li> </ul>	<ul style="list-style-type: none"> <li>• Effective Communication</li> <li>• Team Dynamics</li> <li>• Values</li> <li>• Behaviours</li> <li>• Next Steps</li> </ul>	<ul style="list-style-type: none"> <li>• Person Centred Management</li> <li>• Difficult Conversations</li> <li>• Objectives</li> <li>• Continued engagement</li> <li>• Governance</li> </ul>

<b>Programme</b>	<b>Platinum</b>	<b>Platinum +</b>
<b>Session</b>	<b>Reality Check</b>	<b>Realignment</b>
<b>For who?</b>	Representative numbers from all staff groups: Care & Nursing Staff, Kitchen Staff, Housekeeping Staff, Reception & Admin Staff, Team Leaders, Heads of Department.	Senior Leadership Team
<b>Overview</b>	One to one conversations with a representational group of staff designed to identify the cause of problem work cultures	A deep dive into your Senior Leadership Team, one to one conversations with SLT members, working with you to ensure your SLT are fully aligned behind the mission, vision, values and behaviours of your organisation.
<b>What does it cover?</b>	<ul style="list-style-type: none"> <li>• Engagement meetings with staff.</li> <li>• Detailed report on areas of concern and recommendations.</li> </ul>	<ul style="list-style-type: none"> <li>• Individual discussions with SLT members.</li> <li>• Facilitated workshops and team meetings with SLT.</li> <li>• Detailed report on areas of concern and recommendations.</li> </ul>