**Specification**

A key component of the Kingston Co-ordinated Care Programme is to develop a Model of Care aimed at developing a truly customer centred care integrated service which supports people with complex needs to achieve their outcomes, wellbeing and the best quality of life.

The roll out of the new model of care will see an increased focus on prevention, proactive care with strength based models of working focused on promoting and supporting independence, self- management and personalised choice

Development of a new care pathway to drive an increased focus on prevention, proactive care with strength based models of working, focused on promoting and supporting independence, self -management and personalised choice.

We are looking for a series of workshops across all staff groups (approximately eight (two hour workshops) of 15- 20 staff) to deliver the following:

**Desired outcomes**

* A narrative that drives the new model of care focused on prevention and strength/ asset based approaches influencing practice and managing increasing service demand.
* Influence more resilient individuals, connect people with their own strengths and communities.
* Strong communities from the inside out.
* Supporting the workforce agility to respond and adapt to change

The learning outcomes for this training programme will be that staff working within multi -disciplinary settings in health and social care will

* Understand the context for resilience and strength /asset based ways of working within the health and social care sector in terms of the Care Act and national policy drivers across health and social care
* Understand the personal and professional implications of resilience and strength based conversations with people who approach adult social care.
* Identify thinking patterns which will help staff to deal with setbacks positively and connect individuals to their own strengths and community networks
* Develop skills and techniques to encourage long term behaviour and attitude change towards developing resilience
* Develop skills in using resilience strength //asset conversations with people who approach health and social care for support
* Identify own change readiness and how this corresponds with resilience and strength based working approaches
* Use a variety of techniques to develop personal and team resilience, including building self-confidence, setting goals and raising thought awareness.
* Develop skills for managers responsible for teams

We estimate that the staff number will be around 80-100 including social workers OTs, social care staff across adults with physical disability learning disability older people and mental health.