

## FREE training for Managers and Supervisors

**Bristol Children and Families' Services** are investing in the skills and capability of the workforce in order to secure positive outcomes for children and young people.

**Peninsula** training and consultancy services work with BCC to deliver multi-agency training for practitioners and supervisors / managers from services working with children and families.

**The Managers pathway is for anyone who manages/supervises staff working with children, young people and families from any multi agency partner.** The course provides management and leadership development within a family support work context, helping managers to further develop skills and qualities including emotional literacy, supervision skills and performance management approaches to ensure outcomes for the services and families are achieved.

This pathway can lead to an ILM level 5 management and leadership qualification.

The Guiding Principles for this work are;

- Whole family/whole household working
- Strength based practice
- Trauma informed practice
- Outcome / Solution focused practice
- Development of the individual, the team and the service for the benefit of families and communities.
- Influencing / challenging workforce behaviour in order to influence positive behaviour with families



This diagram shows the framework for the training

**For an informal conversation to see if the programme might be suitable for you please contact:**

John Walker                      Peninsula Training                      01803 522174 / 07966 423490

**If you would like an application form please contact:**

Sophie Leader                      Families in Focus Business Administrator                      0117 903 7770

Email: [Sophie.leader@bristol.gov.uk](mailto:Sophie.leader@bristol.gov.uk)

	<b>Managers training dates</b>	<b>Key Topics Covered</b>
1.	Thursday 30 <sup>th</sup> January 2020 09:00-16:00 Conference Room 1 The Park	<ul style="list-style-type: none"> <li>• Current strategic overview of service delivery</li> <li>• Self-awareness as a manager and leader</li> <li>• Emotionally literate management and leadership</li> <li>• Building resilience in yourself and your team</li> </ul>
2.	Friday 21 <sup>st</sup> February 2020 09:00-16:00 Conference Room 1 The Park	<ul style="list-style-type: none"> <li>• Leadership and management qualities and approaches</li> <li>• Thinking strategically</li> <li>• Current practice challenges and what this might mean for managers- models of practice development including coaching</li> <li>• Reflective practice development</li> <li>• Preparing for the ALS</li> </ul>
3.	<b>ALS half day am</b> Friday 13 <sup>th</sup> March 2020 09:00-13:00 Conference Room 1 The Park	Learners will work in small groups to take it in turns to explore a current practice situation and use the learning set to explore, empower and enable individual managers to resolve a current challenge
4.	Thursday 2 <sup>nd</sup> April 2020 09:00-16:00 Conference Room 1 The Park	<ul style="list-style-type: none"> <li>• Being an outcome focused manager</li> <li>• Understanding organisational culture and leading through modelling</li> <li>• Effective supervision and coaching support in the workplace</li> <li>• Introduction to the assessment</li> </ul>
5.	Thursday 7 <sup>th</sup> May 2020 09:00-16:00 Conference Room 1 The Park	<ul style="list-style-type: none"> <li>• Getting the most out of your team</li> <li>• Team dynamics and performance</li> <li>• Cognitive dissonance</li> <li>• Managing performance conversations</li> <li>• Managing difficult conversations</li> <li>• Motivating your team</li> <li>• Managing the emotional and physical well-being of your team</li> </ul>
6.	<b>ALS half day am Monday</b> 18 <sup>th</sup> May 2020 09:00-13:00 Conference Room 1 The Park	Learners will work in small groups to take it in turns to explore a current practice situation and use the learning set to explore, empower and enable individual managers to resolve a current challenge
7.	Wednesday 17 <sup>th</sup> June 2020 09:00-16:00 Conference Room 1 The Park	<ul style="list-style-type: none"> <li>• Partnership working</li> <li>• Strategic development of services</li> <li>• Stakeholder engagement</li> <li>• Working in and managing multi agency environments including managing meetings</li> </ul>
8.	<b>ALS half day am</b> Monday 29 <sup>th</sup> June 2020 09:00-13:00 Conference Room 1 , The Park	Learners will work in small groups to take it in turns to explore a current practice situation and use the learning set to explore, empower and enable individual managers to resolve a current challenge