

Using Care Aims in Practice

This **4-day training package** offers participants a new/different way of thinking about the interventions/care they deliver and helps them to capture their professional reasoning in a systematic and coherent way. The training, which is delivered in two modules, approximately 6 months apart, has been developed to introduce practitioners to the Malcomess Care Aims Model and to how it can support them in making the highly complex decisions they are faced with on a day-to-day basis. It addresses issues at the heart of good practice, including duty of care, legal and ethical issues, risk, client involvement and inter-disciplinary decision-making. It also addresses initial implementation issues and offers additional skills in goal-setting. **It is suitable for qualified practitioners from all professional groups and sectors of Health and Social care and related agencies.**

AIMS of the COURSE:

To gain a shared understanding of the Care Aims Model and its impact on managing care, service delivery, reflective practice and on informing partnerships. To begin to apply the model to day-to-day practice, at a uni- and multi-disciplinary level. To gain skills in effective evaluation of care at each stage of decision-making. To identify the initial steps for implementing the model.

LEARNING OUTCOMES: Participants will have:

- an understanding of the Care Aims Model and its application to their practice
- increased confidence in their ability to evidence their professional reasoning and, therefore, in communicating their decisions to others.
- an increased understanding of the nature and importance of reflective practice in achieving evidence-based care

WORKSHOP OUTLINES: All workshops includes taught elements and group work

Module I is a two-day workshop. Broad areas covered include:

- A framework for Advanced Reasoning and Effective Decision-making
- Population-based Approach to Clinical effectiveness
- Service design and process
- Implementation process and project support

Module II is a one-day workshop (usually taught approximately 6 months after Module I to allow consolidation of learning). Broad areas covered include:

- Designing services to support Self-Help
- Consultation and Collaboration Skills
- Managing risk at the most effective level and managing expectation
- Implementation issues and project support

Module III is a one-day workshop (usually taught approximately 3 months after Module II to allow consolidation of learning). Broad areas covered include:

- The philosophy and principles of the Care Aims Model
- Practical application to cases
- Implementation issues and project support

Using Care Aims in Practice

PARTICIPANTS: **Maximum of 35 participants** per package from all professional groups and sectors of Health and Social care and related agencies. Implementation of the Model across whole teams or organisations will involve the delivery of several packages.

ORGANISATIONAL COMMITMENT REQUIRED: The delivery of this package assumes organisational support for the implementation of this service philosophy. This is because it has been found that successful implementation, like most other change, requires strong leadership and commitment. A one-day, introductory workshop is available for organisations that need more information before deciding whether to adopt the model.

FACILITIES: These should be provided by the service/organisation commissioning the package and, for each workshop, should include:

- a large room (big enough for break-out groups)
- a data/powerpoint projector, screen and flipchart
- refreshments as appropriate
- photocopying of handouts

COSTS: (Fee covers 4 day's tuition)

For up to 20 participants (optimum)

£4,000+ £600 VAT = **£4,600** plus travel and accommodation at cost plus VAT

For up to 30 participants

£4,800+ £720 VAT = **£5,520** plus travel and accommodation at cost plus VAT

We advise against more than 30 participants, to ensure best learning outcomes- any additional participants will be charged at £50 per head per day, up to an absolute maximum of 35 people.

FACILITATORS: **Kate Malcomess**, who developed the Care Aims Model, is an organisational consultant, specialising in effective practice. Her work with the Care Aims model started in 1994 and the model is now used by a large number of professions, in over 80 NHS Boards and Trusts, Local Authorities and Learning Disability Partnerships across the UK and abroad. Kate has an extensive reputation as an effective speaker, facilitator and coach. She runs national training programmes, predominantly in the public sector, for a wide-range of professionals and managers. Kate has clinical qualifications in 3 professional areas - speech/language therapy, clinical audiology and family therapy – and practised for over 16 years in acute, community and mental health settings. She has also been a senior manager in the NHS.

Pauline Beirne, who is an associate for Kate Malcomess Consultancy Ltd, is an independent consultant. Her previous role as director of Allied Health Professionals for three years in a city-wide children's Trust has equipped her with a broad overview of the diverse competency-base of this staff group. Pauline has worked as a clinician and manager in community and acute services in all settings and has made a significant contribution to inter-agency collaboration at a strategic level. Pauline has 6 years of experience as a trainer and consultant both within the NHS and within other agencies in the public and voluntary sectors. She has a particular interest in practice-based research and has a track record in research into collaborative and evidence-based practice.