

## Parallel practice: the strengths approach to staff support and development (two or three days)

Imagine teams and organisations characterised by principles and processes that reflect a culture of respect, inclusion, collaboration, transparency, and strengths-based practices; a culture where employees feel valued and empowered, confident, motivated, autonomous and committed to agency values and continuous enhancement of service delivery. This is made possible through 'parallel practice' – bringing the principles, processes and skills of the strengths approach into organisational practice.

This workshop begins with grounding in the strengths approach and explores the implications of the approach for organisational practice with a particular focus on staff support and development. It defines strengths-based strategies and provides strengths-based frameworks for formal supervision, on-the-run supervision, peer and group supervision, reflective forums, coaching and mentoring; and provides practice opportunities in reflective practice, strengths-based questioning, planning, goal setting and feedback as well as group supervision and reflective forums.

