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An introduction to the “Supporting restructures, changes, and redundancies to be more relational, supportive, and trauma-informed; reflecting on the experience and process” module:

This introductory module shines a spotlight on restructures, changes, and redundancies. We know that this can be a tricky, complex, fear-inducing, emotive, and multi-layered area which can impact the individual delivering the news, the individual receiving the news, and the wider team and system. The ripples can be felt throughout the team and organisation. Therefore, this module gives a space to reflect on some of these complexities, and some of the emotions and responses which might be felt and seen during and throughout the restructure and redundancy journey. These are explained and explored through a trauma and adversity lens; and then some tangible and practical ideas and tools are shared to support this process to be carried out and facilitated in a more relational, humanising, and trauma informed way for everyone involved.

Welcome:

We are so pleased that you are joining us for this learning experience and hope that you find it an interesting, informative, and rich experience. Thank you for taking part and for taking the time in your busy schedules to think about a difficult topic. We look forward to hearing your thoughts and feedback and also about how you infuse some of the ideas from this module into your practice.

What is included, options of watching, and how to optimise the module (please read to support you taking part and getting the most out of the module):

This is approximately a **3.5-hour online course** (it can be longer when pausing for reflection/ to do the activities/ breaks etc) which is made up of **19 videos varying from 2 minutes to 20 minutes long**. We know and appreciate that each person has a unique way of learning; and that it is important to fit this course in with all of the other tasks which you have to attend to. Therefore, this course can be watched one video after the other in its entirety which will allow for more flow and immersing oneself in the topic; or it can be watched in whichever time you feel is optimal for you. The bitesize format also supports people to be able to re-watch or re-play certain elements of interest as repetition can be key for going into our muscle memory, and we hear and absorb different things each time. We also know that there is a lot of information to hold in mind, so hopefully having it in smaller sections can support this learning and retaining information, but also mean that you can grab a cuppa, have a stretch, and/or take a brain break or mindful moment in between. You can also go at your own pace to suit you.

Virtual learning, like most learning styles has its advantages and disadvantages. The idea of this module is that it can simply be watched as it is; but this said, it is likely to be much more interesting and meaningful if you really take your time to embed it, discuss with colleagues, explore in meetings, take notes/doodles, pause for reflection, practice the exercises, relate it to your own context, and so forth. After all as John Dewey said, “We don’t learn from experiences, we learn from reflecting on experiences”.

Everyone has different preferences and there is no one size fits all- but you might want to think about where you are doing this learning, how to make the space as calming and non-distracting as possible; and how to protect the space so that you can absorb the information and not be pulled in lots of other directions.

To support your learning, we have provided you with the **pdf of the slides** so that if you wish you can print and follow alongside; as well as take notes. We also have created a **handout document** which has some additional information and worksheets to support your learning.

Access will be for a year period where you can watch and rewatch as many times as you wish.

What topics will be covered? 19 videos in total ranging from 2-20 minutes

1. An introduction to the module, to Dr Karen Treisman, and to ways to optimise the learning. Including the take what you need tokens- 10 mins.
2. Feedback and quotes from people who have gone through the process- 15 mins
3. Some things to be mindful of- part 1- (including being trauma reducing instead of trauma inducing/ individuals’ journeys/ same storm different boat and much more)- 7 mins.
4. Some things to be mindful of- part 2 (including the impact on the wider team/ the elephant in the room/ some feelings and responses which can be evoked)- 20 mins.
5. Some things to be mindful of- part 3 (including being proactive and preventative)- 9.5 mins.
6. Some things to be mindful of- part 4 (including triggers and hotspots and falling down a timehole)- 12 mins.
7. Some things to be mindful of- part 5-(including window of tolerance/ attentional bias/ shark-infested metaphor)- 11 mins.

8. Some things to be mindful of- part 6- (including seeing behaviour as communication/ being in survival brains)- 15 mins.
9. Some things to be mindful of- part 7- survival brain explained using an animal metaphor- 9 mins.
10. A step-by-step reflective exercise for attendees to work through to reflect on the current process of redundancies and restructures- 19 mins.
11. Guiding mantras and tools to support the process including connection before correction (Dan Hughes), name it to tame it (Dan Siegel), be curious not furious, safe uncertainty (Barry Mason) and much more- 19 mins.
12. Reflecting on the power of language and how important it is to think about our words and how we have difficult conversations and think about wording in letters and emails etc- 11 mins.
13. How to prepare and get ready for a meeting about restructures- 7 mins.
14. How to think about our own and other people's emotional regulation and wellbeing- 14mins.
15. Scaling and measuring where people are at in a more regulated way- 5 mins.
16. Reflecting on people's survivorship, resilience, adversarial growth and hope- 6 mins.
17. Saying goodbye to the person leaving- 4 mins.
18. Revisiting the step by step reflective exercise and infusing knowledge from this module and coming up with an action plan for moving forward- 2 mins.
19. Final reflections and ending the module-4 mins.