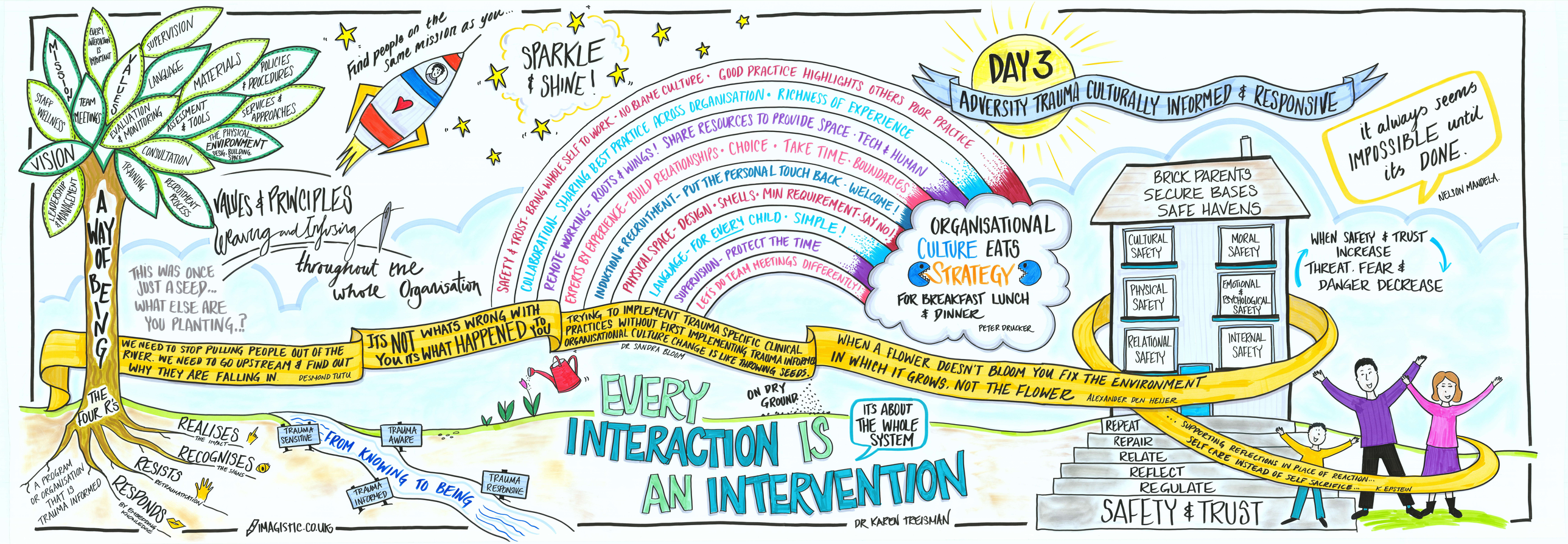
DAY 3
ADVERSITY TRAUMA CULTURALLY INFORMED & RESPONSIVE
A WAY OF BEING
MISSION
VALUES
VISION
EVERY INTERACTION IS IMPORTANT
SUPERVISION
LANGUAGE
MATERIALS
POLICIES & PROCEDURES
SERVICES & APPROACHES
THE PHYSICAL ENVIRONMENT DESIGN, BUILDING, SPACE
ASSESSMENT & TOOLS
EVALUATION & MONITORING
CONSULTATION
TRAINING
RECRUITMENT PROCESS
TEAM MEETINGS
STAFF WELLNESS
LEADERSHIP & MANAGEMENT
THE FOUR R'S
REALISES THE IMPACT
RECOGNISES THE SIGNS
RESISTS RETRAUMATISATION
RESPONDS BY EMBEDDING KNOWLEDGE
A PROGRAM OR ORGANISATION THAT IS TRAUMA INFORMED
TRAUMA SENSITIVE
TRAUMA AWARE
TRAUMA INFORMED
TRAUMA RESPONSIVE
FROM KNOWING TO BEING
IMAGISTIC.CO.UK
"Find people on the same mission as you..."
SPARKLE & SHINE!
VALUES & PRINCIPLES
Weaving and Infusing
throughout the whole Organisation
THIS WAS ONCE JUST A SEED... WHAT ELSE ARE YOU PLANTING..?
SAFETY & TRUST · BRING WHOLE SELF TO WORK · NO BLAME CULTURE · GOOD PRACTICE HIGHLIGHTS OTHERS POOR PRACTICE
COLLABORATION - SHARING BEST PRACTICE ACROSS ORGANISATION · RICHNESS OF EXPERIENCE
REMOTE WORKING - ROOTS & WINGS! SHARE RESOURCES TO PROVIDE SPACE · TECH & HUMAN
EXPERTS BY EXPERIENCE - BUILD RELATIONSHIPS · CHOICE · TAKE TIME · BOUNDARIES
INDUCTION & RECRUITMENT - PUT THE PERSONAL TOUCH BACK - WELCOME!
PHYSICAL SPACE - DESIGN · SMELLS · MIN REQUIREMENT · SAY NO!
LANGUAGE - FOR EVERY CHILD · SIMPLE!
SUPERVISION - PROTECT THE TIME
LETS DO TEAM MEETINGS DIFFERENTLY!
ORGANISATIONAL CULTURE EATS STRATEGY FOR BREAKFAST LUNCH & DINNER
PETER DRUCKER
"it always seems IMPOSSIBLE until its DONE."
NELSON MANDELA.
BRICK PARENTS SECURE BASES SAFE HAVENS
CULTURAL SAFETY
MORAL SAFETY
PHYSICAL SAFETY
EMOTIONAL & PSYCHOLOGICAL SAFETY
RELATIONAL SAFETY
INTERNAL SAFETY
WHEN SAFETY & TRUST INCREASE THREAT, FEAR & DANGER DECREASE
WE NEED TO STOP PULLING PEOPLE OUT OF THE RIVER. WE NEED TO GO UPSTREAM & FIND OUT WHY THEY ARE FALLING IN. DESMOND TUTU
ITS NOT WHATS WRONG WITH YOU ITS WHAT HAPPENED TO YOU
TRYING TO IMPLEMENT TRAUMA SPECIFIC CLINICAL PRACTICES WITHOUT FIRST IMPLEMENTING TRAUMA INFORMED ORGANISATIONAL CULTURE CHANGE IS LIKE THROWING SEEDS ON DRY GROUND.
DR SANDRA BLOOM
WHEN A FLOWER DOESN'T BLOOM YOU FIX THE ENVIRONMENT IN WHICH IT GROWS, NOT THE FLOWER
ALEXANDER DEN HEIJER
EVERY INTERACTION IS AN INTERVENTION
ITS ABOUT THE WHOLE SYSTEM
DR KAREN TREISMAN
REPEAT
REPAIR
RELATE
REFLECT
REGULATE
SAFETY & TRUST
... SUPPORTING REFLECTIONS IN PLACE OF REACTION... SELF CARE INSTEAD OF SELF SACRIFICE...
K EPSTEIN