

WS2 Facilitating Assignment Care Planning

How could this workshop make a difference to your practice as a manager?

Briefing by giving assignees materials to read in a preparation for their assignments is not an adequate process for preparing people for the field. It is more useful that risk factors be identified and considered in light of the assignee's specific prior experience, knowledge and coping repertoire. Assignees also need to consider the various psychological adjustment challenges inherent in different phases of deployment.

This workshop provides training in use of a tool that can be easily integrated into current preparation, management and monitoring practices of assignees across the whole cycle of deployment. It requires a consultative approach and is aligned to workplace health and safety practices in mitigating psychosocial risk.

What are the topics covered in the workshop?

- Emotional phases of deployment and challenges for managers managing transition points for assignees
- Workplace Health & Safety approaches for identifying key risks that should be anticipated on an international assignment
- Effective skills for introducing, mentoring and monitoring practical use of the Assignment Self-Care Plan.
- Key preparation and coping strategies that assignees can be encouraged to get organized or equip themselves with prior to deploying

What are the take-aways from this particular workshop?

A template that can be adapted to assist self-care planning prior to undertaking an assignment. A range of strategies for working with, integrating and applying an Assignment Self-Care Plan.

How is the training conducted & facilitated?

Training is conducted in small groups to ensure that training is tailored to meet the needs of workshop participants. All training is designed specifically for the context of managers working in international humanitarian or development agencies. Participants are invited to share their goals and level of experience with the facilitator prior to the training.

Workshops are facilitated in a strongly interactive and specifically contextualized way for those working in the international humanitarian and development sector. Workshops aim to be engaging and may use a variety of training & learning modalities such as contextualization, case examples, participant experience, application of frameworks, demonstration, mini seminars (based on research & practitioner experience), reflective activity, mapping & analysis, group discussions, brainstorming, problem-solving, film clips, hypotheticals and simulations, quizzes, participant-led presentations, role plays (for trying out new skills), coaching and structured peer consultation processes.

Who is the facilitator?

Amanda Allan is the facilitator of this training. She is a psychologist with extensive experience working with international aid agencies, humanitarian aid workers and volunteers. Her work is largely informed by years of professional practice in counselling, briefing & debriefing, facilitating, consulting, mentoring, coaching and education as well as research undertaken as a PhD student at the University of Melbourne over a prolonged period. Amanda led the first Australian 3-day forum in 2003 that envisioned a charter for systematically strengthening the psychological support of aid workers involved in humanitarian work. She also founded the Mandala Foundation and was its executive director up until 2012.

Is there any follow-up to the training such as coaching and mentoring or further training opportunities?

A feature of Amanda's training is not only its tailored approach but the opportunity for follow-up mentoring or coaching. This is offered on a small group basis or individually by Skype or phone. Amanda also offers regular peer consultation opportunities for participants who have attended her workshops previously and who are interested in an opportunity for review, reflection, reinforcement or refreshment of concepts covered in previous workshops.

Workshop date: Please enquire

Workshop commences: 9.30am

Workshop concludes: 5.00pm

Workshop venue: To be negotiated

Workshop fee: Per participant fee: AUD \$ 231.00 (incl. gst)

[venue, catering and facilitator travel costs additional]

Enquiries? Email: workshops@thehumanitarian.com.au or phone 1300 057 303