

## Values Base Training

Appropriate staff values, conduct and professionalism are key ingredients underpinning services providing high-quality, respectful, professional person-centred support. In many services, even those trained to use Positive Behavioural Support, it is often just assumed that all staff share the same set of professional values and professional standards.

When standards are variable, not shared by team members, or occasionally in collision, there is frequently a hope that these problems will somehow resolve themselves. Moreover, many managers find that they then spend inordinate amounts of time fire-fighting disagreements and micro-managing individual approaches and interpersonal conflicts.

It makes sense therefore to equip managers to proactively address the issue of values and professional conduct. After attending a one-day managers' course, your managers will be given training materials to enable them to deliver a half-day Values Base course to your staff.

### The Benefits of Values Base Training for managers

- Increased staff awareness regarding individual standards of professionalism.
- Fewer managerial disciplinary interventions.
- Objective tools and terms of reference/policy for considering breaches of agreed values.
- Less conflict within teams.
- Better appreciation of where boundaries are for staff in language and conduct.

### Values Base Training enables managers to:

- Prepare for possible Values Base conflicts with the organisation's desired approach.
- Use the training in conjunction with a Values Base policy\* to address workplace issues.
- Reference a Values Base agreement (supplied) for potential use in the disciplinary process.
- Improve professional practice and consistency across the service.
- Spend less time fire-fighting potentially subjective staff conduct issues.

\*If you do not have an existing Values Base policy, we can support you with a template.

### Cost

The one-day managers' course costs £1495 plus VAT for up to 16 delegates. This fee also includes a training pack so you can subsequently deliver a half-day Values Base training course to your staff. There is no annual renewal fee.

The half-day care staff course (if delivered by us) costs £695 plus VAT for up to 20 delegates.

## Venues and group sizes

Values Base courses are delivered at a local venue of your choice. Venue requirements are in the Values Base training agreement.

The managers' course is one day and can take up to 16 senior staff who should have supervisory experience.

The care staff course is half a day and can take up to 20 staff. We can deliver care staff courses for you if you do not wish to train your managers to deliver this internally. We require at least one of your managers to be present on the course.

## What to do next

If you are interested in training for managers or care staff please request a copy of the Values Base training agreement. Once you have signed the agreement you can book a course.

Our head office is based in Cornwall, but we deliver services across the UK and Europe.

For further information, please contact us

01326 377401

Training @ [positive-response.co.uk](mailto:positive-response.co.uk)

[www.positive-response.co.uk](http://www.positive-response.co.uk)