



# Training in person centred planning

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## The New Paths to Inclusion Network

The "New Paths to Inclusion Network" is a European project. It is funded by the Lifelong Learning Programme of the European Commission. All together 20 organisations from 14 European countries and Canada take part in this project. The main goal of the project is to achieve change in services for people with disabilities.

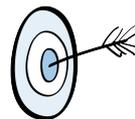
We build on the experiences we have gained in our previous project where we developed an inclusive course on Person-centred Planning and Practice.<sup>1</sup>

Being person centred is about more than just using new words. It is about working in new ways that put the person in charge of making choices about their life, and the services and supports they want and need.

In our new project we transfer the course to the following countries and organisations.

- Croatia, Partner Organisation: API: Association for Promoting Inclusion
- Denmark, Partner Organisation: Landesforingen LEV
- Portugal, Partner Organisation: FENACERCI Federação Nacional de Cooperativas de Solidariedade Social
- Romania, Partner Organisation: Pentru Voi
- Slovakia, Partner Organisation: Social Work Advisory Board
- Spain, Partner organisation: FEAPS Confederación Española de Asociaciones en Favor de las Personas con Discapacidad Intelectual

## What is person centred planning?



Person centred planning is a way of supporting people to make choices and changes in their life. It is a way of helping people to plan their future and organise any support and services they may need.

Person centred planning helps people to organise and gather their own circles of support. In the circle meetings information is gathered in creative ways to help persons find out about the things that they want to change in their life. This information is used to work out a plan of what the person wants to achieve and the support they will need.

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<sup>1</sup>The structure of the **curriculum**, the **modules** as well as **quality standards for trainers** are documented in the projects **Training pack** on the project website [www.personcentredplanning.eu](http://www.personcentredplanning.eu). The projects learning is documented within the Publication "Training and Practice in Person Centred Planning – a European perspective" (Lunt & Hinz 2011).



Person-centred thinking and planning are also great ways to show organisations what is important to people. It shows how support can be organised that makes sense to them.

To learn Person-centred thinking and to become a person-centred planning facilitator people need to learn and practice a range of values, skills and methods. That is why we have developed the training course.

## Who is the training course for?



The course invites and is suited for different groups of people. It is an inclusive course. This means that both people with and without disabilities can and should take part. The groups of people for whom the course is for are:

- Self advocates with disabilities.
- People with disabilities who use services.
- Managers and support staff-members of service providers for people with disabilities
- Personal assistants and other supporters
- Parents
- Teachers
- Representatives from legislative/funding bodies (public authorities)
- Representatives from funding agencies
- Professionals working in different social fields across the life span.

## Important elements of the training course



The course in person centred approaches involves a range of innovative elements. These are:

**Inclusive training** – the training is designed in a way that enables a diverse group of learners with different abilities.

**Action learning** – an important part of the training explores person centred thinking and planning tools for oneself. Participants take part in person centred planning processes.

**Course Facilitation** –each module is facilitated by two trainers. This will help ensuring constant support for participants.

**Online learning opportunities** –participants will also be able to use the online learning platform for additional information and exchange.

**Portfolio** –participants will create a portfolio to document and reflect on the training and the person centred processes.



## Support for participants



- Each module will be facilitated by two trainers: an experienced trainer and a continuous course facilitator. The course facilitator will primarily focus on supporting participants during the whole training.
- People who will need support can participate on the training course together with their assistant.
- The learning materials will be adapted to the different needs of the participants.
- Trainers will use a variety of teaching methods to address the different learning styles of participants.
- Accessible photo minutes will be produced for each module.

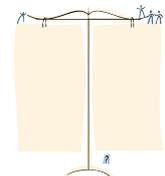
## Description of the modules:

The training course is divided into five modules.



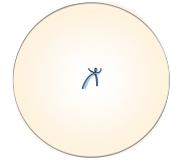
### Module 1: Introduction into Person Centred Planning

The starting point of this module is to frame person centred approaches in the context of full inclusion, civil rights and self-determination of people with disabilities. The UN-convention of the rights on persons with disabilities is an important reference point of what we want to assure and achieve. The module gives an introduction in the values and the process of person centred planning. Person centred thinking and planning are introduced as powerful tools to make meaningful changes in people's lives, organisations and communities. They can be used to reach personal goals, create more person-centred services and build inclusive communities. The participants will have the opportunity to get to know each other by using different methods of the person centred planning process in small groups and partner work.



### Module 2: Person Centred Thinking

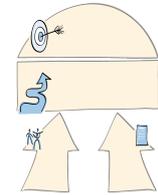
The module explores the history and background to Person Centred Thinking. It shows how the tools have developed from Essential Lifestyles Planning and how they can be to understand, what's important to the person and how the person wants to live and be supported. The module teaches a range of value driven tools that participants can use to find out more about the person and achieve a better understanding of the kind of support, which works best for an individual. Person Centred Thinking tools can be used either as part of a person-centred planning process or in a flexible way, on a day-to-day basis when they are relevant to the individual.



### **Module 3: Circles of Support and Facilitation skills**

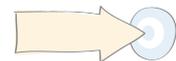
The module explores the importance of circles of support, and introduces tools for the development, facilitation and continuous nurturing of circles. Additionally concepts and tools for community connecting will be presented and practically experienced to discover the community from the perspective of the person (e.g. mapping favourite places, making a tour guided by the focus person through the community). Participants will be introduced to a range of mapping exercises and tools such as the relationship or network maps. Participants will also consider and practice facilitation strategies to address potential (positive and negative) dynamics in the circles of support.

### **Module 4: Person Centred Review Meetings and developing a person-centred plan**



The module uses the principles tools and skills from module 2 to facilitate a review meeting. It explores how a detailed and informative plan can be developed to be able to support an individual in a way that makes sense to them. The module explains how person centred thinking tools have become established practice in the development of personalised services within the UK, and how person centred review meetings are and can be used to plan the on-going support and development for the person.

### **Module 5: Person Centred Planning with MAPS and PATH**



The module enables participants to understand and facilitate MAP and PATH meetings. This leads to considering how circles of support may be invited to think and work together to give birth to alternative ideas.

MAP (formerly known as: 'Making Action Plans') is a six step process to a 'treasure description' or an 'appreciative inquiry' of a persons and their circles. PATH (formerly known as: "Planning Alternative Tomorrows with Hope') is an eight-step process to a drawn picture of the 'path' to the most attractive future that these persons are longing for and the steps towards it.