



**K.I.T. TRAINING®**  
Continuing professional development

# Skilling people to change behaviour with skills

Staff training and change management

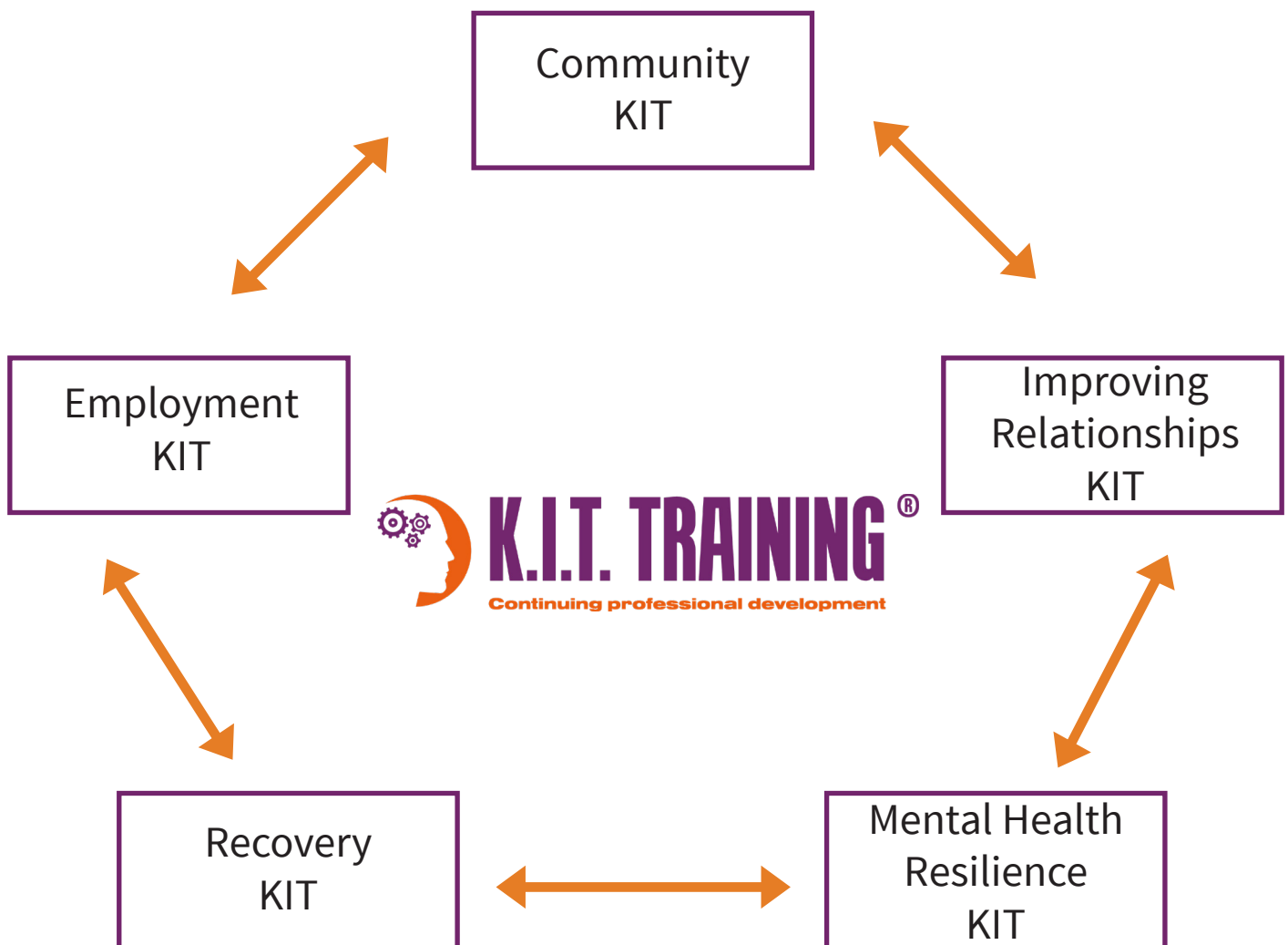


**“The specialists in  
attitude change”**



## **K.I.T (Key Intervention Tools)**

K.I.T training offers practical, challenging and effective tools that will complement or refresh the knowledge and skills of professionals, volunteers or mentors. In fact this is for anybody wanting to improve their work with individuals within employment, substance treatment, mental health, young people, criminal justice and social housing sectors. The key objectives of delivering this training are to both raise insight and awareness and promote effective interactions that encourage independent action towards employment, recovery, desistance, rehabilitation and community development.



The training also pools knowledge, skills, experience and learning from across sectors to inform practice empowering people to make meaningful changes that benefit themselves and the wider community.

We recognise the importance of **continually re-enforcing** and building on the skills and knowledge of frontline staff to deliver services well. Performance and monitoring has become an important part of employability, mental health and rehabilitation along with **quality assurance** and **partnership** working.



**K.I.T training evolves with new and existing challenges to help people get more out of their careers.**

### **Outcomes achieved**

Whilst each KIT is custom built around the needs of the commissioners and partners, we find that no matter what the area of activity, the following outcomes are reported by our learners and the managers of those teams:

- ✓ KIT delivers attitude change amongst the workforce. This results in improved engagement with the wider community of services and decreased DNA rates for those referred as they are better prepared for the various interventions available to them.
- ✓ It enhances the skills of front line workers and increases their confidence in taking on interactions they previously found difficult or uncomfortable.
- ✓ KIT improves the way that front line staff interact with each other, resulting in better team-working due to the additional skills and knowledge gained during the training.
- ✓ KIT improves the workforce knowledge of locally based initiatives, resulting in increased use of community assets.

## **Each of the worker/volunteer will leave with:**

- ✓ A work book that supports personal development
- ✓ Improved confidence and competence in supporting behaviour change
- ✓ Understanding how behaviour and language can change, build and maintain productive relationships.
- ✓ Understanding the transformational benefits of having a positive outlook towards health and employment.
- ✓ Skills to gather evidence to support their decision making.
- ✓ Ability to engage effectively and gain commitment towards agreed planned actions, ensuring individuals feel connected /involved and stretched within their limitations.
- ✓ Awareness of coping skills and support available to build /increase resilience within the boundaries of their job role.

Training courses will seat 12 -16 participants including:

- ✓ Refreshments
- ✓ A dinner break (45 minutes)
- ✓ Short comfort break (2 X10 minutes) AM/PM

We will collaborate with Commissioner, stakeholders and Community Partners to tailor training to:

- ✓ Issues experienced within local area
- ✓ Size and make up of planned sessions
- ✓ Venues for delivery
- ✓ Potential co-delivery