



**Oasis
Training &
Consultancy
Packages**

All Oasis training and consultancy are led and delivered by practitioners who bring together experience and theory to help you and your organisation learn, grow and develop. The courses include interactive learning, group discussions, learning materials, staff reflection and are supported by appropriate reading on the subject.

If you require any further information on anything within this booklet, please contact:

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1. Hub/Community Engagement

1. Delivering Community Transformation: Practical Guidance for developing integrated community working (hubs)

Do you need help and practical support in your church or community in thinking about how to start integrated working? Has your community outreach reached a stalemate and you need more direction?

At Oasis we have experts who are practitioners in these fields who are available to help you on a consultancy basis. We also run '**Active Church**' which is a one-day learning event for leaders to understand how to achieve church-led community transformation and learn practical lessons to apply to their own communities as well as a more in-depth two-day training event '**Delivering Community Transformation**' which is designed to equip church and community leaders with the practical skills and tools that will enable them to develop integrated community hubs.

We run both Active Church and Delivering Community Transformation periodically from our UK-based hubs but can also bring these courses to you and deliver to your church or community organisation. Please contact us for further information.



2. Community Impact Measurement: Assessing Outcomes using Theory of Change

Are you involved in community work and wonder what impact you are making? We can help with that. Using the Theory of Change model, we can qualify and quantify your impact in the community, which leads to greater encouragement and wider funding opportunities for your work. We run a one-day learning event '**Community Impact Measurement**' periodically from our UK-based hubs, which will equip church and community leaders with the practical skills and tools to measure the impact of their community programmes. We can bring this course to you and deliver it to your organisation or provide a tailored package to help you to implement it within your setting. Please contact us for further information.

3. Church Leader Mentoring Programme

Are you in Church Leadership and need regular support either short or long term? Our **Church Leadership Mentoring Programme** could be the answer. We have people that can help in any field of church leadership from pastoral support, theological debate, leadership and management skills and public speaking to name but a few. Please contact us for further information.

2. LGBT+ SUPPORT

Understanding and Working with Transgender Youth

When it comes to gender, the questions that today's young people are asking - and the situations they are encountering - are almost entirely distinct from those faced by previous generations.

Not only have paradigms of gender radically shifted, but an increasing number of young people might now identify as transgender, gender non-binary or gender fluid - terms that might be daunting and unfamiliar to many youth workers and church leaders. However, despite the rapidly changing landscape, the need for church-based youth work to be inclusive, embracing and relevant has never been greater. So, does your church need support to be more inclusive? Does it understand working with transgender youth? We can come and visit and spend time with your church and help you understand and get started, or even support you through it.

In addition, we run a one-day learning event 'Working with Transgender Youth' periodically from our UK-based hubs which explores how best to understand, support and include transgender young people. Please contact us for further information.

3. TRANSFORMING ORGANISATIONS

1. Growing and Developing an Organisational Culture and Ethos

Culture is increasingly being recognised as key to organisational success. So, are you involved in teaching or leading a school, a business, or leading a charity? Are results not going your way? Do you want to see change in your ethos and values in your organisation? Learn how starting to embed ethos and values into your school can really improve your results, and in a business can really improve your bottom line.

We run a one-day learning event 'Growing and Developing an Organisational Culture and Ethos' that is designed to help people to recognise, identify and gain knowledge in growing and developing an organisational culture. It enables people to shape strategy, recruitment, policies and training through a culture specific to your organisation and how this is core to securing positive relationships and working patterns.

We can also bring our learning to you as well and support you through a bespoke consultancy package to meet your specific needs. Please contact us for further information.

2. Delivering Character Formation: The Oasis 9 Habits

In Oasis we have been developing and embedding our '9 Habits' of behaviour into our personal formation strategy within our organisation, including our fifty plus schools. This is having a tangible effect on our results. If you want a better understanding of our '9 Habits' and how to implement them and see how they can impact your organisation or school then we have the following available to you:

We run a one-day learning event 'Delivering Character Formation' that enables participants to explore the Oasis 9 Habits character education programme and to assess how it could be successfully implemented in their organisational setting.

We can also bring this course to you and deliver it to your organisation and support you through a bespoke consultancy package to meet your specific needs to help you implement it within your setting. Please contact us for further information.

3. Delivering Better Customer Service

Developed for a number of our social enterprises, and to think around customers being internal as well as external, we have been training on 'customer service' for 6 or so years. We even annually deliver it to business leaders in Kyrgyzstan! It is very relevant to any business and practically explores subjects such as who are our customers, what is service, dealing with customers in many contexts, self-evaluation of how customer-focused you are and building (and implementing) a strategy for improvement.

We run a one or two-day learning event(s) '**Delivering Better Customer Service**' periodically from our UK-based hubs or we can bring this course to you and deliver it to your organisation or provide a tailored consultancy package to help you to implement it within your setting. Please contact us for further information.

4. LEADERSHIP

1. Always Learning, Always Growing (Reflective Practice)

Are you confused by what reflective practice is and why use it? As leaders we need to be 'always learning, always growing' and the way to do that is by reflective practice. It gives 'disruption' to the way we work, challenges us in growth and development.

If you want to find out more as well as understanding the use of reflection through the culture of your organisation, we run a one-day learning event '**Always Learning, Always Growing**' periodically from our UK-based hubs which will help an individual to recognise and gain knowledge and understanding about being a reflective person. It will provide people with a comprehensive understanding of reflection and enable them to explore its effect across different aspects of their lives and leadership responsibilities, helping them to become more self-aware and lead others in their own growth and development.

We can also bring our learning to you and can help and support you through a bespoke consultancy package to meet your specific needs. Please contact us for further information.

2. Growing Emotionally Healthy People (Emotional Intelligence and Literacy)

Are you struggling with resonance and resilience in your teams? Do you need to understand how emotional intelligence impacts this and how it can help you in your organisation to secure confident relationships and working practices?

We run a one-day learning event '**Growing Emotional Healthy People**' periodically from our UK-based hubs which explores the ability of an individual to recognise, identify, gain knowledge and understand their own and others' emotions. To see how managing those emotions appropriately and positively is core to securing confident relationships and working practices. The course will provide people with a comprehensive understanding of Emotional Intelligence & Emotional Literacy and enable them to explore its impact across all aspects of their leadership responsibilities through practice and reflection. This leads to creating resonance and resilience in teams, good line management practices, the ability to read emotions, the capacity to develop double listening skills and how to read body language.

We can also help and support you and come up with a bespoke consultancy package to meet your specific needs and bring our learning to you as well. Please contact us for more information.

3. Leading Conflict Transformation and Mediation

How good are you or your organisation at dealing with conflict? Have you got some relationship or HR issues you need helping to resolve? We can help you think about conflict as a positive thing, and something that can be transformational rather than just simply resolving it.

We run a 1-day learning event '**Leading Conflict Transformation and Mediation**' occasionally based in one of our UK hubs which explores the ability of an individual to recognise, gain knowledge and understanding about conflict, its transformation and how mediation operates. This day will enable people to explore conflict and its impact across all aspects of a person's leadership responsibilities through practice and reflection. Learning will explore key principles

of managing conflict and dealing with complex issues and escalations.

We can also bring our learning to you as well and can help and support you and come up with a bespoke consultancy package to meet your specific needs. Please contact us for further information.

4. Lead On: The Oasis Leadership Programme

Lead On is Oasis' internally developed leadership programme and is effective in developing capable leaders in corporates, NGOs and community organisations. We do not typically offer Lead On as a publicly available course but deliver the programme to a number of commercial and community organisations as requested. We would be delighted to discuss the programme with you, which is based on the Adair Model of managing Task, Team and Individual, with our own addition of **'Leading out of who you are'**. The full course can be delivered to up to 15 people at a time, and would take 14 days to complete, usually spread in 3 sessions over a year. However, we have bespoke it to the specific needs of the organisation we have delivered it to. In particular we would recommend the 'Leading out of who you are' part as fundamental to the rest, as before we lead and understand others, we need to understand who we are and how we lead.

Please contact us for further information.



5. Myers-Briggs Personality Profiling (MBTI)

There are quite a number of personality profiling tools available, but we find MBTI to be a 'standard' within the 'market', which is why we have focussed on it. The MBTI instrument offers a constructive framework for understanding differences between people, and then using them in a positive way. It has many uses, for example relationships/conflict, the way people learn, career development and team building to name a few. Oasis has practitioners available and certified to carry out the work. The feedback from the on-line questionnaire generally takes 2 hours per person, so reasonably 3 or 4 people can be feedback to in a day, or a team feedback session can be arranged. In addition to the daily fee, there is one-off cost for the questionnaire completion as this is done externally for authenticity. Please contact us for further information.

6. Belbin Team-Working Profiling

Being a team player is now a common prerequisite for any job, but teams are not always effective. The secret to the success of a team is understanding that they are made up of individuals. Like Myers-Briggs, we at Oasis use Belbin as it is a 'standard' within the market.

Find out about your team and how they can be more effective. Please contact us for further information.

5. Prices

The prices of our events vary, and any of our events can be delivered privately or bespoke, or indeed covered by our consultancy packages which are normally priced for a one-off day £650 per consultant plus expenses but discountable depending on requirements

Please contact clive.dudbridge@oasisglobal.org for more information and we'll be in touch to discuss your particular need, how we can help and discuss the relative costs.



