



### **Phase Two Appendix D: Team training synopsis**

Team Training is an initiative of qathet Inclusive Manufacturing Pilot Project, for all members of the workplace including supervisors, manager, employee participants. The training is comprised of six half-day modules; the initial presentation will be delivered in a 'Train the Trainer' format. The training could be delivered in twelve 2-hour sessions if required.

Training materials include a PowerPoint presentation for each module, speaking notes for each module, suggested learning activities, and resource materials for facilitator-trainees where appropriate. They also include activity and PowerPoint hand-outs for the staff team. The author Malertie Meeker has included more learning content in each module than may be reasonable to present in a four-hour period. The intent is to provide facilitator-trainees, whenever possible, with some choice in what they present, dependent on their personal interest and comfort with the materials and the needs and interests of the individuals attending the training.

#### **LEARNING OBJECTIVES**

1. Build a strong understanding of oneself: self-concept, personality preferences, learning styles, conflict resolution styles, and ethical orientations, and their influence on the life experience of oneself and on others.
2. Develop interpersonal communication skills, conflict resolution skills, and the ability to work together and solve problems.
3. Understand teams and team development and the dynamics of positive teamwork.
4. Explore the values that underlie community inclusion and social justice.
5. Gain a greater understanding of the history of the community living movement.
6. Gain an understanding of both public and private influences on diversity and acceptance.
7. Explore one's own personal values, beliefs and practices regarding inclusion and social justice, and explore the impact of these on oneself and on others.
8. Develop a greater understanding of how to apply the values of the inclusion and strong interpersonal skills in the workplace.

9. Understand the term ‘natural supports’ and how ‘natural supports’ are given and received effectively in the workplace. Special attention should be given to ensure health and safety guidelines (distancing, washing hygiene, sanitizing, etc.) are understood and adhered to.

10. Develop interactive information technology/digital skills to support health and safety distancing guidelines.

11. Gain a greater understanding of the history of OneLight Social Enterprise and the model of inclusive employment being utilised (forthcoming)

12. Understand what a social enterprise does and who it serves, and how it is structured within the current legal, political and cultural economic framework.

## MODULES

Module #	Name	Modifications
Module 1	Effective Interpersonal Communications	
Module 2	Self-Awareness	
Module 3	Contributing to Strong Effective Teams	
Module 4	The History and Creation of a Social Justice Movement	<ul style="list-style-type: none"> <li>- Optional with learning alternative</li> <li>- Additional safety supports</li> <li>- Two notice of warning letters</li> </ul>
Module 5	Why Inclusion?	
Module 6	Values, Knowledge and Self-Reflection: Key Components of an Inclusive Workplace	
Module 7 (forthcoming)	Social Enterprise and OneLight	<ul style="list-style-type: none"> <li>- Orientation to the social enterprise OneLight, history and modification from a sheltered workshop to an inclusive workplace</li> <li>- What is a social enterprise? And Why does it matter?</li> </ul>

