

2018



TRAINING

CURIOUS ADAPTIVE REGULATED EXPLICIT





Developing my understanding of trauma-informed practice has revolutionised the quality of my work, and has enabled me to make a significant impact on the lives of the families I work with.

Manager, Intensive Family Service

SAL Consulting

SAL Consulting has been providing customised support to people and organisations within the community, disability, health and youth sectors since 2006. We create strong, reciprocal relationships with individuals and organisations through communication and co-design, an approach which is integral to SAL Consulting practice and ethos. Our service delivery is supported by the latest research, best practice models and a hands-on approach that can be utilised by a diverse range of professionals. SAL Consulting is committed to assisting individuals and organisations to achieve the best possible outcomes through meaningful collaboration and enablement.

Our team of 35 consultants is a highly qualified, multidisciplinary group, with specialised and on-the-ground experience in the family & community, health, disability, youth and education sectors. Many of our consultants have held senior positions in government and non-government agencies, and are experienced in designing and implementing quality services. SAL Consulting is accredited by the Child Trauma Academy to deliver the Neurosequential Model of Therapeutics, and is a member of the Neuroleadership Institute.



SAL Consulting Training Services
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Training & Professional Development Services

Choose from:

Customised Programs

Open Professional Development Programs

Nationally Accredited Qualifications

SAL Consulting provides targeted Training and Professional Development Services to enhance the knowledge and skills of professionals in the human services sector.

We focus on providing you with an inspiring and motivating learning environment that demonstrates how theory and frameworks can be applied in the workplace to developmentally build better practice.

All of our professional development courses encompass the following:

- an emphasis on practical 'how to' assisting professionals to apply and embed new knowledge and skills into their work practice with confidence
- a balanced mix of theory and practice with current research, legislation and industry standards of practice
- working with systems, policies and frameworks to provide relevant and effective learning activities that can later be applied within the workplace
- neurodevelopment, attachment and trauma informed (NATI) learning and practice
- delivery by qualified trainers who have current, on-the-ground experience as practitioners.

We are a Registered Training Organisation, and offer a range of accredited and non-accredited training courses for organisations, groups and individuals.



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What makes SAL Training & Professional Development Services different?

Consultation & Experience

All SAL Consulting training courses have been developed through extensive consultation and experience in clinical, organisational and workforce development across the health, human services and education sectors.

Trainers who are Practitioners

Our trainers are clinicians who work 'in the field' in out-of-home care (OOHC), disability, mental health, trauma and abuse, family and children's services, health, housing and education. They have relevant qualifications, and up-to-date knowledge and understanding of learning needs and challenges experienced by professionals in the sector.

Building Relationships

In our experience, building collaborative, medium- to longer-term relationships with organisations that are developing a quality service for their clients fosters positive cultural shifts. Learning through relationships is proven to deepen understanding and therefore influences thinking, attitude and practice.

Transforming Learning into Action

Training plays an important role in individual and organisational learning but is not the only solution. Knowledge gained from training, further developed by using clinical practice support and/or organisational development, provides scaffolding and a holistic approach to embed and sustain better work practice.

SAL Consulting provides both organisational development and multidisciplinary clinical support services to complement your training experience. Conversely, you can use training services to complement the clinical or organisational development services provided by SAL Consulting. We have extensive experience in delivering an integrated package of organisational development, clinical services and training to enhance effectiveness of practice in a team, department or the whole organisation.



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Our Programs

Customised Training Programs

Our professional development and training courses can be delivered to meet the needs of your staff following in-depth consultation and a training needs analysis. Depending on your requirements, you may choose an existing course (see final page), tailor an existing course to suit your needs, or choose to have a course specifically developed.

Providing a customised and targeted approach embeds learning, sustains knowledge acquisition and develops practical skills linked to the participants' organisations' systems, policies and frameworks for service provision.

Professional Development Programs

The Professional Development Program (which runs over an 18-month period) is open to individuals and organisations across sectors and is held at Learning InFusion, our specially designed learning space in Ultimo, Sydney.

The program consists of the most popular training chosen from a suite of over 50 courses covering topic areas such as Understanding the Impact of Trauma, Using Neurodevelopment, Working with Vulnerable and Complex Individuals and Families, Supervision, and Management & Leadership Development.

Nationally Accredited Training

As a Registered Training Organisation (RTO code 91494), SAL Consulting delivers the nationally recognised Diploma of Therapeutic Family Work (CHC50313 of Diploma in Child, Youth and Family Intervention). Learners can complete all modules to gain the Diploma or elect to do individual modules to suit their professional development plans.

The Diploma can be delivered as a customised in-service program to groups of staff in organisations as well as to individuals in our open scheduled sessions. We are experienced in customising qualifications to the individual needs of organisations to reflect their sector contexts, service delivery, and level of staff and skills.



Please note: the Nationally Recognised Training logo (above right) only applies to SAL Consulting's accredited training (i.e. the Diploma of Therapeutic Family Work), not to non-accredited training as mentioned elsewhere in this document.



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Popular Courses

Trauma-Informed Positive Behaviour Support for Children and Young People

Providing trauma-informed behaviour support to children and young people who have experienced trauma, abuse and neglect is an essential skill for professionals in out-of-home care; disability; youth work; family work; and early infants, primary and high school education. Attending this practical hands-on training, you will gain an understanding of the impact of trauma on physical and brain development in children and young people, and the different ways in which trauma presents, including behaviours of concern and how they can be understood by considering the contexts and environments of the young people. You will also learn the principles of positive behaviour support in line with current research, legislation and industry standards of practice, and practical strategies on engaging with and supporting children and young people.

Proactive Approach to Safe Incident Intervention (PASII)

Safely manage challenging and high-risk behaviours (including critical incidents) using a person-centred framework. This course covers comprehensive and systematic approaches to preventing, predicting, assessing and managing incidents; minimising risk and providing positive outcomes for clients and staff. Explore neurodevelopment and trauma-informed practice to gain a deeper understanding of clients' challenging behaviours and the communicative function behind them. Included in the course are observation, communication and physical management strategies, self-care, incident response planning, and working within a legislative, ethical, and clinically informed practice framework.

Emotional First Aid / Accidental Counsellor

Most professionals working with vulnerable populations have experienced conversations where information of a personal, sensitive or stressful nature has been disclosed. This course is designed to assist professionals in non-counselling roles to develop their basic skills and confidence around responding to and supporting individuals who are experiencing difficulties. This is not a counselling course; however, it will equip you with knowledge and skills in relationship-building, recognising and addressing signs of stress, basic counselling principles, communicating effectively and appropriately, making appropriate referrals, and practising self-care.



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Popular Courses

Therapeutic Case Management

This course uses a therapeutic and proactive case management framework that allows us to work effectively with clients' resistance and/or reluctance to change. Therapeutic Case Management provides clients with intentional, repetitive experiences of authentic connection through shared goals; skills in co-regulation; and a developmental understanding of their strengths, which will help build resilience and increase their capacity to take these skills back into their lives, relationships and, where appropriate, parenting.

Participants will learn how to use Bruce Perry's Six Core Strengths of Attachment, Self-Regulation, Affiliation, Attunement, Tolerance and Respect (the foundation of healthy development) in practice; how to apply collaborative engagement strategies, targeted interventions and support; how to encourage capacity building; and how to undertake reflective practice, leading to an integrated service delivery.

Effective & Congruent Supervision

Research has demonstrated that good supervision is associated with staff effectiveness, job satisfaction, commitment to the organisation and staff retention. Supervision also has a positive and ongoing impact on practice and organisational culture.

This course will equip you with the knowledge and practical skills required to become a successful supervisor. You will explore how to develop a learning environment within your organisation, and cover topics including Introduction to Supervision, 'Good Enough' Supervision, Adult Learning Principles, Understanding and Developing Skill Sets, Constructive Feedback, Questioning Approaches, Coaching, Mentoring and Performance Management. These will be underpinned by a neurodevelopmental, attachment and trauma-informed approach.

Using a blended learning approach incorporating face-to-face workshops, webinar, peer support, practical exercises and scenario-based discussions, you will gain a deeper understanding of how to create effective supervision processes for yourself and your staff.



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Training

Choose from the following training courses to further your team's professional development. You may opt for one of the existing courses below; have one of the existing courses tailored to meet the specific needs of your staff, program or organisation; or ask us to develop your very own training course.

- Accidental Counsellor
- Acquired Brain Injury
- Alcohol & Other Drugs
- Augmentative & Alternative Communication
- Autism Spectrum Disorders
- Beyond Developmental Trauma
- Bringing Birth Families & Carers Together
- Bruce Perry's Six Core Strengths
- Communicating Effectively with Children & Young People
- Complex Trauma – Understanding the Impact of Trauma and Abuse
- Conflict Resolution
- Critical Incident Stress Defusing
- Cultural Awareness
- Disability Awareness
- Dual Diagnosis
- Dysphagia (Swallowing & Mealtime Support)
- Effective and Congruent Supervision
- Effective Communication in the Workplace
- Establishing Outcomes Measurement
- Introduction to Neurodevelopment
- Introduction to Neurosequential Model of Therapeutics
- Manager Leadership Intensive
- Managing Difficult Conversations
- Meaningful Engagement
- Medications Awareness
- Mental Health Awareness
- Mental Health in Children & Young People
- Mindfulness
- Motivational Interviewing
- NDIS: Survive & Thrive
- Neurodevelopmental Attachment & Trauma-Informed Practice (NATI)
- On-Call Training
- Person-Centred Planning
- Positive Behaviour Support for People with Disabilities
- Proactive Approach to Safe Incident Intervention (PASII)
- Professional Boundaries and Ethics
- Promoting Healthy Attachment
- Promoting Positive Teamwork & Team Building
- Recruitment & Retention
- Routine and Repetition in OOH: Trauma-Informed Response
- Self-Care for Case Workers & Coordinators
- Self-Care for Disability Support Staff
- Self-Care for Foster Carers
- Suicide and Self-Harm
- Therapeutic & Proactive Case Management
- Trauma-Informed Classrooms – Transformative Opportunities Changing Kids (TIC TOCK)
- Trauma-Informed Organisations
- Trauma-Informed Positive Behaviour Support for High-Needs Kids
- Vicarious Trauma
- Visible Thinking – Routines to Learn How to Think
- Working Therapeutically with Families
- Working with Children who Display Sexualised Behaviours



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