



2024

PROFESSIONAL DEVELOPMENT

SAL Consulting is a human services consultancy that provides customised support to people and agencies within the health and community services sectors.

Creating strong, collaborative relationships with individuals and organisations through communication and working together is an integral part in SAL Consulting's practice and ethos. With an informed, practical approach to service delivery, SAL Consulting seeks to assist individuals and agencies to move forward with collaboration and evidence-based programs.

Our national team of consultants are a highly qualified, diverse, trans-disciplinary group, with specialised experience in the community services, health, disability and youth sectors. Many of our consultants have held senior positions in government and non-government agencies and are experienced in designing and providing quality services. SAL Consulting is accredited by the **Child Trauma Academy** to deliver Neurosequential Model of Therapeutics and are members of the Neuroleadership Institute.

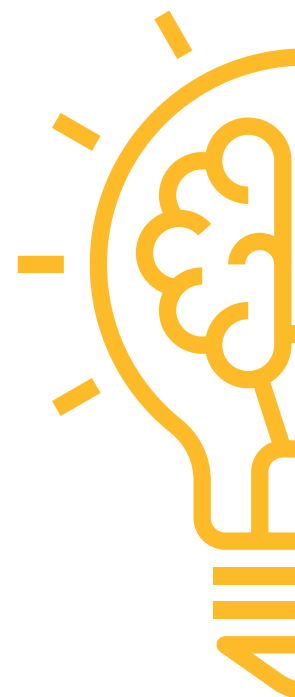
SAL Consulting provides targeted training and professional development services to enhance the knowledge and skills of professionals in the human services sector.

We have offices in Sydney, Melbourne, Perth and Darwin and have the capacity to deliver training across Australia.

We are a Registered Training Provider (RTO code 91494), offering a range of accredited and non-accredited training courses for agencies, groups and individuals.

Our courses:

- Provide practical applications enabling practitioners to apply and embed new knowledge and skills into their work practice with confidence.
- Balance a mix of theory and practice with current research, legislation and industry standards of practice.
- Work with your organisation's own systems, policies, and frameworks to provide relevant and effective learning activities.
- Deliver a focus on neurodevelopment, attachment and trauma informed learning and practice.
- Are delivered by qualified trainers who have current, on the ground experience as practitioners.
- Are delivered either face-to-face or by distance models when required, using our flexible and intuitive online learning system.





Professional Development Program

SAL Consulting will work with your organisation to deliver contextualised courses around the individual training needs of your team. We will meet your needs through consultation and, if needed, training needs analysis. You may choose a standard package on a topic area or opt to have a package specifically tailored or developed.

Our training programs focus on working with organisations to provide embedded learning - sustainable knowledge acquisition and practical skills development with a focus on your organisation's own systems, policies, and framework for service provision.

SAL Consulting has provided PD training for over 15 years. Our training focuses on supporting both organisations and individuals to strengthen their ongoing skills and knowledge. This is done through a mix of training, including face-to-face sessions, online courses and webinars. SAL Consulting's PD training focuses on embedding learning into day-to-day practice.

Our courses are designed to link learning and the workplace. All of our training draws on our experience and knowledge in the trauma informed practice field and is underpinned by our work with neurodevelopment, attachment, trauma informed (NATI) research.

The following values / principles underpin SAL Consulting's clinical and training work:

- Dignity
- Empathy
- Truthfulness
- Integrity
- Reward
- Responsibility
- Wisdom
- Creativity
- Loyalty



Nationally Accredited Training

As a Registered Training Organisation (RTO code 91494), SAL Consulting can provide training in Nationally Registered Training (NRT) qualifications across Australia. We work with individuals or organisations to undertake entire qualifications or individual modules or skill sets to suit your professional development plans.

All qualifications can be delivered as customised in-service program to groups of staff in organisations. We are experienced in customising qualifications to the individual needs of organisations to reflect their sector contexts, service delivery, and level of staff knowledge and skills.

We currently deliver the following qualifications:

- **CHC50321 Diploma of Child, Youth and Family Intervention**
- **CHC43121 Certificate IV in Disability Support**
(This qualification pathway also includes the pre-requisite qualification CHC33021 Certificate III in Individual Support.)

Within these qualifications there are identified skills sets targeting entry-level workers.

Your organisation can also choose to create their own skill set that specifically targets their needs.

Ideally a program with 2-3 units is a manageable way to upskill staff across a number of areas. Details of the skill sets and units of competency and qualifications can be accessed at www.training.gov.au

We are very happy to discuss funding opportunities for full qualifications and skill sets.



“Thank you so much for the training opportunity. I gained more confidence and understanding in being able to work with the families we support in a trauma aware and trauma informed perspective.”



Some of our most popular courses include:

Trauma Informed Positive Behaviour Support

This one-day course will provide you with an understanding of the principles of positive behaviour support in line with current legislation and industry standards of practice. Staff providing support to people who may engage in behaviours of concern require special skills, and an understanding of why people demonstrate particular behaviour, and how they can effectively support someone who does. You will be introduced to the theory behind understanding behaviours of concern, and also be supported to apply these theories in practical, every-day ways that can be used to prevent behaviours from occurring, and also effectively supporting the person when they do demonstrate behaviours of concern. Information will be presented using a person-centred framework.

Topics explored:

- What is Positive Behaviour Support
- The broader context of disability support and Positive Behaviour Support
- Punishment versus Positive Behaviour Support – Which one should we use?
- Understanding the person within their life context
- Why do certain behaviours happen? Understanding the function of behaviour
- Understanding and using Behaviour Support Plans
- Responding to incidents
- Restrictive Practices
- Identifying mental health issues as part of work with clients

This course can be contextualised for a range of sectors including disability, out of home care and family support.

Proactive Approach to Safe Incident Intervention (PASII)

This two-day course focuses on staff developing the skills and awareness to manage high-risk behaviours (including critical incidents) in a safe and informed way. The course takes a comprehensive and systematic approach designed to support individuals and teams to develop greater understanding and empathy towards a client and to prevent, predict, assess and manage incidents in a manner that helps minimise risk and provide positive outcomes.

It focuses on a person-centred framework, putting the client, their support, development and safety at the centre of the picture. It encourages you to look beyond the behaviours and understand the communicative function behind them.

- This course is built with an extensive focus on neurodevelopment and impact of trauma on neurodevelopment;
- The course includes a focus on staff (self-awareness and self-care)
- PASII's focus on protective behaviours have been reviewed and endorsed by a physiotherapist and black belt martial artist, and will continue be reviewed annually
- The course includes additional theory regarding trauma informed positive behaviour support
- There is a brand new section focusing on cultural awareness
- The course has additional and expanded modules exploring client aggression

Leadership Intensive

This updated three-day course targets new supervisors, team leaders and managers or those with limited management experience. It is also suitable for those managers who need a refresher of the latest key management skills to make their workplace more effective.

On days one and two, participants will:

- Construct a model of a successful manager
- Understand workplace behaviour and the skills to prepare for future challenges
- Study individual styles of learning and styles of management
- Explore developing teams
- Look at motivators and the factors that can hinder a manager's progress and develop a number of strategies to overcome obstacles.

On day three, participants will:

- Explore the competencies needed by tomorrow's managers and paths to help succeed with the challenges ahead
- Self-assess key leadership areas and learn how to integrate leadership qualities into their management style.

The course will cover conceptual strategic thinking and ways to apply efficient and effective operational processes and pathways that can be applied to make any workplace more functional and organised.

Complex Trauma

This **one-day** course focuses on people who have a history of significant abuse and neglect who often have recurrent issues relating to their identity, the way they manage emotions, their ability to develop and maintain relationships, and the way they relate to the world around them (including difficulties complying with social and behavioural expectations).

This 'complex trauma' presentation can lead to a range of challenges for those trying to engage with and support them, as well as conflict with social, employment, education and legal systems. In the disability sector, supporting, and 'making a difference', for someone with complex trauma is a long, slow and at times tumultuous process requiring a solid foundation of therapeutic relationships. This course will provide you with an understanding of the issues associated with complex trauma, and practical approaches to 'making a difference'.

Topics will include:

- trauma and responses to trauma
- what is complex trauma
- how complex trauma impacts on development
- common responses to complex trauma
- the relevance to and implications for the therapeutic relationship



Other courses include:

Choose from the following training packages to tailor your team's professional development. You may choose them as they are, have them tailored to meet your specific needs, or ask us to develop your very own training package.

Accidental Counsellor
Acquired Brain Injury
Ageing and Disability
Alcohol & Other Drugs
Autism Spectrum Disorders
Beyond Developmental Trauma
Bruce Perry's 6 Core Strengths
Child Protection
Communicating Effectively with Children & Young People
Complex Trauma - Understanding the Impact of Trauma and Abuse
Conflict Resolution
Creative Inclusive Classrooms
Critical Incident Stress Defusing
Cultural Competency
Disability Awareness
Dysphagia (Swallowing & Mealtime Support)
Effective Staff Supervision
Effective Communication in the Workplace
Having Difficult Conversations
Introduction to Neurodevelopment
Introduction to Neurosequential Model of Therapeutics
Leadership Intensive
Managing Difficult Conversations
Managing Medication
Meaningful Engagement
Mental Health Awareness
Mental Health in Children & Young People
Motivational Interviewing
Neurodevelopmental Attachment & Trauma Informed Practice (NATI)
Person Centred Planning
Positive Behaviour Support for People with Disabilities
Proactive Approach to Safe Incident Intervention (PASII)
Proactive Case Management
Professional Boundaries & Ethics
Promoting Healthy Attachment
Promoting Positive Teamwork & Team Building
Reflective Practice
Restrictive Practices
Self-Care for Practitioners
Sexualised Behaviours
Suicide and Self Harm
Therapeutic Skills for Practitioners
The Six Core Strengths
Trauma Informed Organisations
Trauma Informed Positive Behaviour Support for High Needs Kids
Vicarious Trauma
Working Therapeutically with Families



Interested in a course?

Give us a call or email to discuss your professional development needs



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