



PEOPLE DEVELOPMENT

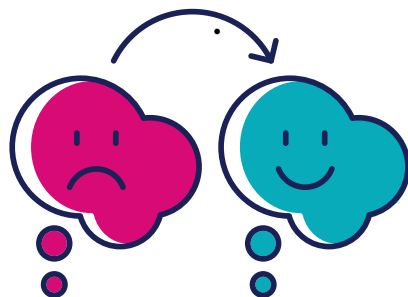
FROM LEARNING TO LASTING CHANGE



MOVING BEYOND TRAINING — INTO APPLIED CHANGE THAT STICKS.

At Here2there, we don't "train and leave."
We work alongside your people to facilitate change,
embed new approaches, and build confidence that
lasts long after the sessions end. Each of our learning
and Development programmes blends practical
learning, guided application, and ongoing support —
helping teams turn new ideas into everyday practice.

Our training is aimed at passionate professionals
across health and social care—at every stage of
their journey—ready to grow, lead, and make a
lasting difference.

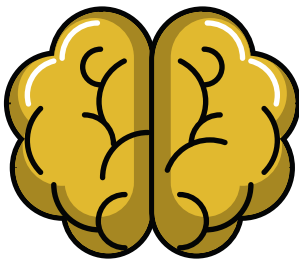


HOW WE DELIVER



DISCOVER:

Understanding your needs and context.



LEARN & APPLY: .

Facilitated workshops and practice using real-world challenges



EMBED:

Follow-up support, action learning, and coaching to make change stick.

THE MENU



PERSONAL DEVELOPMENT:

Reflective Practice
Advanced Coaching skills
Action Learning Set Training
Action Learning Set Facilitation
Moral Injury
Coaching Culture

PROFESSIONAL SKILLS:

Person centred and strength-based approaches
What Matters conversations
Outcomes recording
Professional Curiosity

PRICING & DELIVERY:

Who we are and what it costs

Each course can be adapted for single teams or whole organisations, and we offer bundle pathways (e.g., Reflective Practice + Professional Curiosity).

REFLECTIVE PRACTICE



Intro – 1 day
Full – 2 days

TURNING REFLECTION INTO CONFIDENT, INFORMED ACTION.

What it is:

A practical programme that helps teams use structured reflection to improve decision-making, quality, and wellbeing.

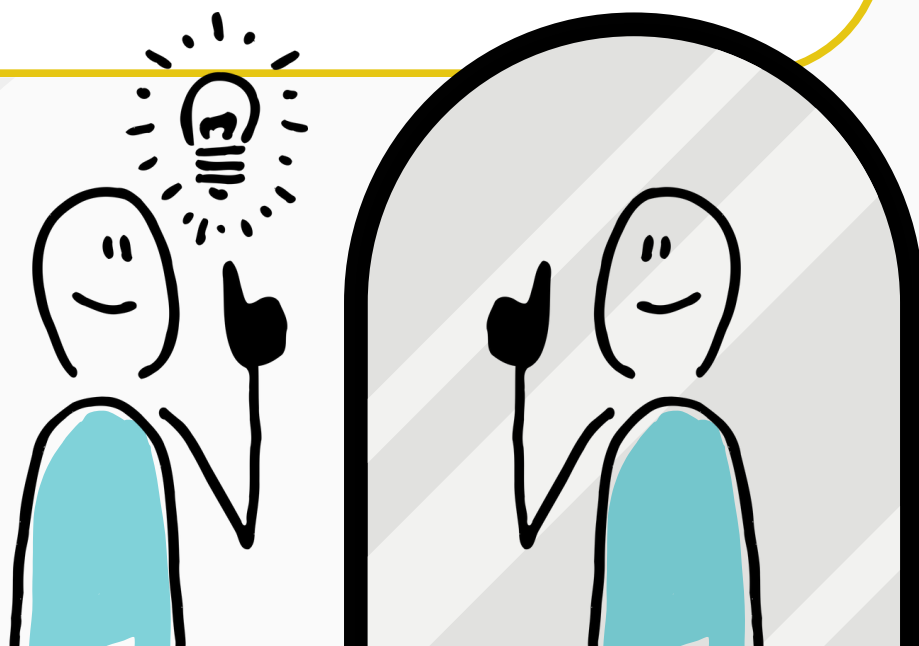
What's included:

- Training in models such as Gibbs, Kolb, and Driscoll.
- Facilitated reflective groups with live casework.
- Tools for reflective writing, supervision, and team reflection.
- Resources and exercises to continue practice independently.

Benefits:

- Increases confidence and self resilience
- Reduces stress and burnout through supportive reflection.
- Links reflective learning directly to safeguarding and quality outcomes.

Great
bundled with
the ALS
training
(pg6)



ACTION LEARNING SET TRAINING



Full and half
day options
available

COLLABORATIVE PROBLEM-SOLVING FOR REAL-WORLD CHALLENGES.

What it is:

A structured, peer-learning approach where small groups tackle live workplace challenges through questioning, reflection, and action planning. Our facilitators guide participants until they can confidently run ALS sessions themselves.

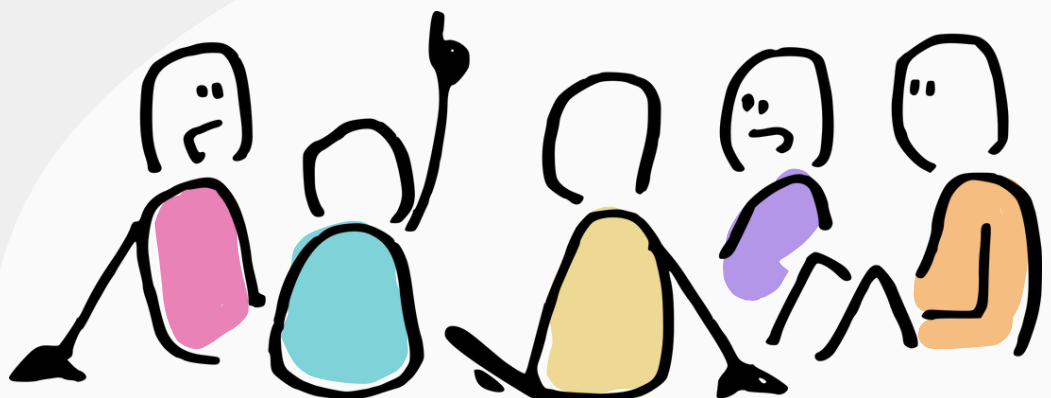
What's included:

- Introduction to ALS principles, structure, and roles.
- Practice sessions using real organisational challenges.
- Tools for facilitation, including question frameworks and crib sheets.

Benefits:

- Builds resilience and accountability in teams.
- Strengthens leadership skills through facilitation.
- Embeds a culture of continuous improvement.

Great
bundled with
the ALS
Facilitation
(pg7)



ACTION LEARNING SET FACILITATION



Half day
sessions

MAKE ALS PART OF EVERYDAY PRACTICE

What it is:

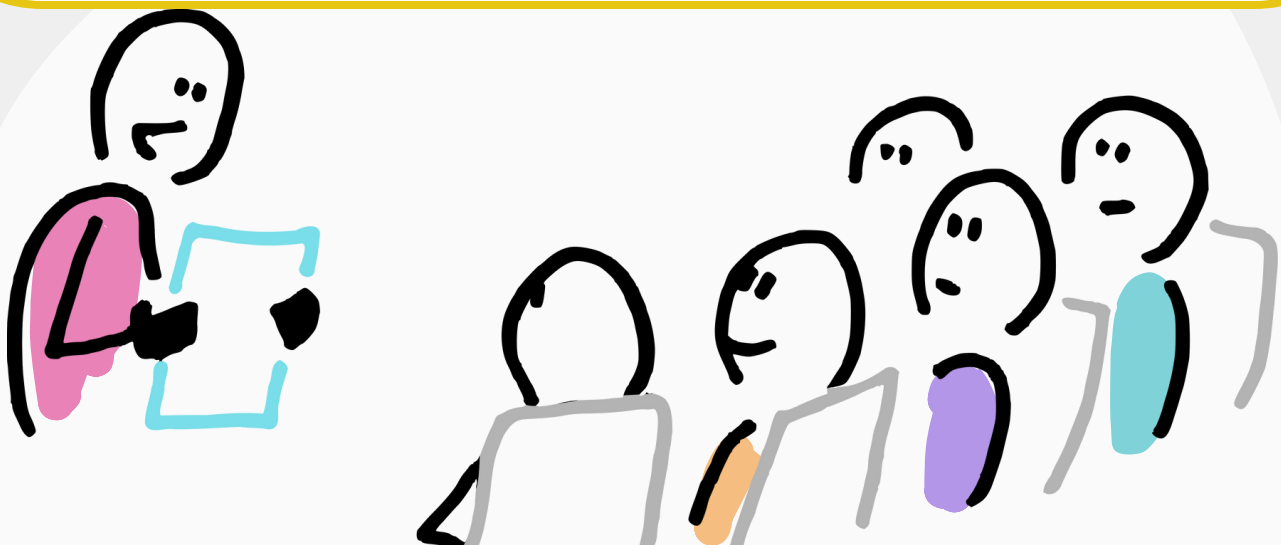
A structured, in-the-moment Action Learning Set facilitated by a Here2There coach in your setting. We guide the session live, ensuring roles, timing, and questioning stay on track. Staff can co-facilitate, and we taper support over time to build internal capability and confidence.

What's included:

- Live ALS session delivery with real workplace challenges
- On-the-spot coaching and feedback
- ALS Toolkit: role cards, question banks, and prompts
- Gradual handover to support team-led facilitation

Benefits:

- Consistent, psychologically safe sessions
- Sharper questions → clearer action plans and follow-through
- Capability transfer: your team can run ALS without us
- Sustained improvement on real service challenges



MORAL INJURY & WORKPLACE WELLBEING



Full and half day options available

PROTECTING AND SUPPORTING THE PEOPLE WHO SUPPORT OTHERS.

What it is:

A programme to help teams and leaders understand moral injury, recognise its impact, and develop strategies to protect wellbeing.

What's included:

- Introduction to moral injury: what it is, how it shows up.
- Exploring the link between values, ethics, and workforce stress.
- Recovery strategies and resilience tools.
- Leadership development to build psychologically safe cultures.

Benefits:

- Reduces staff turnover and absence.
- Builds ethical resilience and confidence in teams.
- Strengthens organisational wellbeing strategies.



COACHING & COACHING CULTURES



Full and half day options available

EMBEDDING COACHING AS A WAY OF LEADING AND WORKING.

What it is:

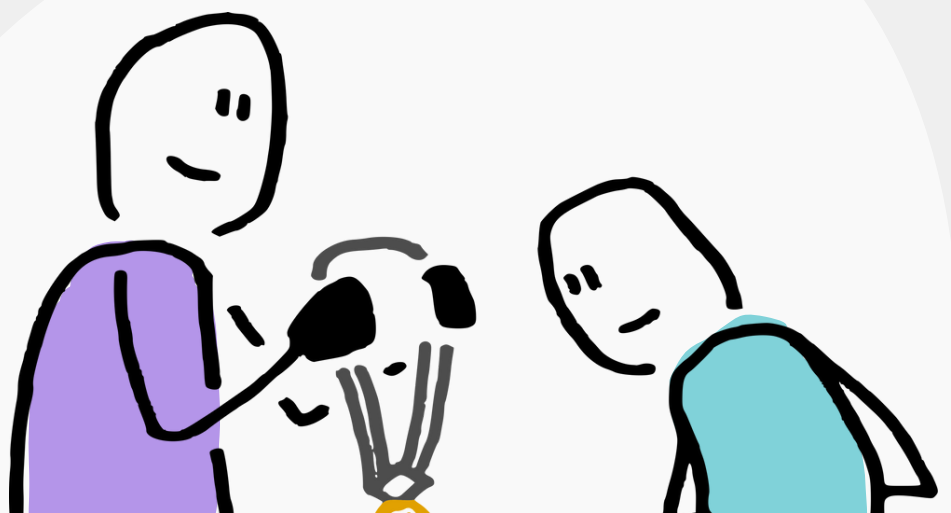
Practical development in coaching skills for individuals and teams, with a focus on building long-term coaching cultures.

What's included:

- Hands-on practice with coaching models (GROW, CLEAR, etc.).
- Exploring coaching vs mentoring vs supervision.
- Building confidence in coaching conversations.
- Guidance on embedding coaching into organisational culture.

Benefits:

- Improves performance and problem-solving.
- Creates empowered, self-sufficient teams.
- Fosters a culture of curiosity, growth, and resilience.



PERSON CENTRED AND STRENGTH-BASED APPROACHES



Full and half
day options
available

UNLOCKING POTENTIAL BY FOCUSING ON STRENGTHS, NOT WEAKNESSES.

What it is:

A programme that equips staff to identify and build on the strengths of individuals, families, and communities.

What's included:

- Theory and practice of strength-based and solution-focused approaches.
- Practical tools such as eco-maps, genograms, and scaling techniques.
- Application to person-centred planning and recording.
- Team exercises to build confidence in everyday use.

Benefits:

- Improves engagement and motivation of service users.
- Embeds person-centred planning and outcomes-focused work.
- Builds a positive, empowering culture across teams.

Great bundled
with What
Matters
Conversations
(pg11)



OUTCOMES RECORDING & 'WHAT MATTERS' CONVERSATIONS



Full and half
day options
available

HELPING PEOPLE TELL THEIR STORY — AND
MAKING SURE IT COUNTS.

What it is:

Practical development for staff who need to have meaningful conversations and record them in ways that are regulatory-compliant and person-centred.

What's included:

- Skills for active listening and outcome-focused questioning.
- Practice sessions using role play and real cases.
- Guidance on linking conversations to measurable outcomes.
- Recording tools and templates that capture voice and choice.

Benefits:

- Meets CQC/CIW and commissioning requirements.
- Ensures people using services feel heard and valued.
- Provides data that drives service improvement.



PROFESSIONAL CURIOSITY



Full and half
day options
available

ASKING THE QUESTIONS THAT UNCOVER RISK AND SPARK INNOVATION.

What it is:

Development that helps practitioners build confidence in questioning, listening, and challenging assumptions — essential for safeguarding and quality practice.

What's included:

- Exploring what professional curiosity is (and isn't).
- Practice scenarios based on safeguarding and service delivery.
- Bias awareness and decision-making exercises.
- Strategies for embedding curiosity into team culture.
- Limitations of instinct in professional practice.

Benefits:

- Strengthens safeguarding outcomes.
- Improves inter-agency collaboration and confidence.
- Encourages critical thinking and deeper engagement.

Great
bundled with
Reflective
Practice
Training



OUR PRICING



PRIVATE, IN-HOUSE COHORTS (YOUR TEAM ONLY)
MINIMUM 5 PARTICIPANTS PER SESSION (QUALITY & PSYCHOLOGICAL SAFETY).

FULL DAY (6 HOURS)

- Minimum 5 attendees per session: £995
- Additional attendees: £180 pp

HALF DAY (3 HOURS)

- Minimum 5 attendees per session: £695
- Additional attendees £120pp

Optional

To help support and embed change into practice we recommend follow up sessions which are typically conducted online. These sessions enable us to revisit concepts, explore how learning is being applied and provide further support for improving practice.

1 follow up group session £195
3 follow up group session £450

Included as standard

Design call & tailoring • Delivery by experienced facilitator • Application workbook • Action plan • Post-session summary (use-tomorrow recommendations)

OPEN SESSIONS (MIXED ORGANISATIONS)

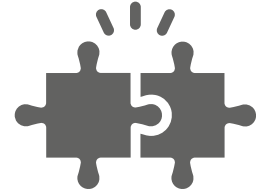
Perfect for smaller teams, single practitioners, or trying a programme before scaling internally.

Per-person tickets (includes materials + post-session resource pack):
Full day: £245 pp
Half day: £165 pp

1-1 COACHING

1-1 Coaching (6x 45mins):£495pp

MIX AND MATCH



'SPARK LEARNING, INSPIRE CHANGE, AND SUPPORT THE EVERYDAY APPLICATION OF NEW APPROACHES'

SAVER OPTIONS AND BUNDLES

We hope our brochure has given you a clear view of how our training solutions can support your organisation's development goals, . If you see potential alignment, we'd be delighted to have a conversation and explore how we can tailor our training into bundle packages to fit your unique needs. Feel free to reach out—we're always happy to start the conversation.

Small print

Prices exclude VAT and reasonable travel/accommodation (if required).

Rates shown are public/third-sector; private-sector pricing is available on request.

Minimum 5 people per private session; if fewer attend, the minimum fee applies.

Open sessions run subject to viable numbers

We'll happily price larger cohorts/bundles multi-site delivery, or accreditation pathways on request

BEX STEEN



Facilitator of Change

Drives sector-wide transformation by embedding change in everyday practice and culture.

Experienced Leader

Brings over 20 years of leadership in health and social care, grounded in real-world insight.

Lived Experience-Inspired

Champions meaningful change shaped by the voices of those with lived experience.

Proudly Welsh & Purpose-Driven

A passionate Cymraes blending cultural pride, lived experience, and professional purpose to inspire lasting impact.



KAT APPLEWHITE

- Level 7 Executive Coach, postgraduate certificate
- 20 yrs experience developing people and delivering change
- Most Significant Change And Action Learning Set Facilitator
- Founder of WellNuts Parents — community supporting parents and families
- Values: human first, purposeful progress, authenticity, community



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