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Welcome to our 2nd Newsletter!

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FORTHCOMING EVENTS

- ❖ Ongoing Cluster POMs training
- ❖ Seminar with Kevin Edwards – 24th Oct
- ❖ Personal Outcome Planning – Building your Plan, Workshop - 21st Nov
- ❖ Launch of Symbols Resource Pack – 21st Nov
- ❖ Seminar on Using Outcomes with People with Complex Needs – Jan 07

What is the Delivering Outcomes to People Project?

The Delivering Outcomes to People Project is funded under the Dept of Justice, Equality and Law Reform, as part of their Enhancing Disability Services, POBAL Office. This funding came about as a result of a proposal by the National Outcomes Network of Ireland submission, and runs until December 2007. The Project aims are to support smaller Agencies in using POMs, develop a National Baseline, support implementation of Basic Assurances and develop a good practice guide.

POMs - Implementing the Change Seminar

A seminar, 'POMS – Implementing the Change - for CEOs/Senior Managers' was held on 7th September last, in the Glenroyal Hotel, Maynooth. Over 40 people attended from various Agencies across the country. The Agenda included: *Introducing POMS into your agency, and Managing Change – Issues in the Implementation*, from Dr. Bob Mc McCormack, St. Michael's House jointly with Tom Hughes, Western Care Association. *Sunbeam House Services and Personal Outcomes* by Suzanne Bennett & Maura O'Loughlin, Sunbeam Services and *Step Enterprises and Personal Outcomes* from Deirdre Reece STEP Enterprises, St. John of God Services. The primary purpose of this Seminar was to focus on the strategic planning required to implement POMS in an organisation, stressing that training of frontline staff alone is not enough – successful implementation and *the delivery of outcomes to people supported by services* also requires strong leadership from the top, with active planning and support from CEOs and Senior Management.

Some of the Key themes emerging from the day included: Key Roles for CEOs and Senior Managers, supporting staff, data and ways we can use it, keeping families involved, and the need for organisational connectedness in delivering people's outcomes.



The Proceedings of the Seminar will be compiled into a section of the Best Practice Guidelines, which will be made available on our webpage www.outcomestopeople.ie

The Project would like to thank all the presenters for their time, and valuable insights provided and to participants for their valuable contributions.

Mike Egan Malta Services, Stephen Sheppard Anne Sullivan Centre,
Geoffrey Hanan PeaceHaven Trust & Elaine Keane Peamount Hospital at the Seminar.

Clusters Update

Training on POMs 3 or 4 day Workshops is now underway in all 3 Clusters, the first South-East Course took place on 11-14 Sept in SOS Kilkenny with participants from SOS, St. Cronan's, Cheshire Tullow, and Malta Services, with Margaret Farrell as Trainer.

The first Workshop in the North-East took place 25-28 Sept in Malta Services, Drogheda, with participants from Malta, Irish Society for Autism, National Council for Blind of Ireland, Walkinstown Assoc. and Cheshire Ireland, with Sheri Keith CQL as Trainer.

The second Workshop for Dublin South/Kildare, using the 3 day format, has just been completed with John Farrelly, Walkinstown Assoc. as Trainer. The training of 2 new Trainers is also underway.



Participants at the first workshop in the South-East cluster L-R, Tim O'Connell, Emma Walsh & Margaret Larkin SOS Kilkenny.

Comments from Participants.

'Poms shows an effective way for gathering relevant information to help prepare an excellent individualised plan'.

POMs shows an effect.

'I'd need a little more help with what to do with the information gathered'.



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Picture shows members of the North-East cluster L-R, Mike Egan Malta Services, Grainne McCarrick NCBI, Geraldyn Jackman Cheshire, Eileen Carr Malta Services and in the front Aileen Waldron L'Arche.

The following is the schedule of POMS Training Workshops for the 3 Clusters Sept – Dec 2006. The places on these workshops are limited to 12 per course and are primarily for agencies in the Clusters. If you are interested in attending a Workshop, please contact Oonagh Hayes to advise us and we'll try to accommodate you. **Details for 2007 will issue when they are finalised.**

Cluster Training Dates for 2006

South Dublin /Kildare	Trainer: John Farrelly
Date	Venue
8,15,22 November	Peamount Hospital

North East	Trainer: Michael Tiernan
Date	Venue
26 October, 2, 9 November	Malta Services
16, 23, 30 November	Irish Society for Autism, O'Connell Street, Dublin 1.

South East	Trainer: Geraldyn Jackman
Date	Venue
16 – 19 October	SOS Kilkenny
1,8,15 November	TBC
22, 29 November, 6 December	TBC

CQL materials.

As part of the Delivering Outcomes to People Project we have negotiated new rates for course materials with CQL. Depending on numbers ordered, most materials come with a large discount. For further information, please contact Oonagh Hayes, Project Administrator, Delivering Outcomes to People Project, on 01-8086411 or email oonagh.hayes@smh.ie

Forthcoming Events.

1. POP workshop

A workshop for POMS Co-ordinators and Key Implementers will be held in the Green Isle Hotel, Naas Road, Dublin on Tuesday 21st November 2006. The purpose of this Workshop is to assist agencies new to POMS, to develop their own Personal Outcomes Planning tool, using the information gathered from meetings with people. Some agencies, who have already done this, will present their booklet and structure they use. We will also have a generic tool for you to use, or if necessary, adapt. The afternoon will be a facilitated 'hands – on' session to developing key resources for implementing POPs.

If you require further information, please contact Oonagh Hayes, Project Administrator, on 01-8086411 or email oonagh.hayes@smh.ie
Closing Date: 6 November 2006. **Places are limited to 16 people.**

2. Kevin Edwards, CQL Evening Seminar

Kevin Edwards from The Council on Quality and Leadership will facilitate an evening Seminar, on some of the topics requested at POMS Trainers and Key Implementers Fora nationally. The topics include an update on the 2005 Measures, Community Life, and managing reliability – Kevin will try to address these and possibly others in this short interactive Seminar. This Seminar will be of key interest to POMS Trainers and Key Implementers in agencies – those involved in the Clusters of new agencies under the Delivering Outcomes to People Project are also welcome. The Seminar will be held in Walkinstown Association, Longmile Road, Dublin 12, on Tuesday 24th October from 3.30pm to 7.00pm.

To book a place and/or find out more information, please contact Oonagh Hayes, Project Administrator, on 01-8086411 or email oonagh.hayes@smh.ie Closing Date: 12 October 2006.

3. Using Symbols to find out about people's desired outcomes.

A Resource Pack of Symbols, which staff can use to find out about the desired outcomes of people whose communication would benefit from use or visual supports, will be launched on 21 Nov 06. This Resource Pack has been developed by Speech & Language Therapists with feedback from people using services and other staff. The Pack costs approximately €50 to cover printing costs.

4. Using Outcomes with People with Complex Needs Workshop

A Workshop on Using Outcomes with People with Complex needs and who may communicate in ways other than words will take place in Jan 07. More details in the next issue and on our website, soon.

5. Launch of our Website.

Our website will be launched on October 5 the site address is: www.outcomestopeople.ie. You will find lots more detail there about the Delivering Outcomes to People Project events and all kinds of information relevant to the implementation of POMS. Let us know what you think.

CQL Accreditation.

For further details on how to obtain CQL accreditation, please refer to their website www.thecouncil.org and select the accreditation link.



THOUGHT OF THE DAY: ON THE VALUE OF STAFF IN AGENCIES

'PEOPLE'S NEEDS ARE BEST MET BY PEOPLE WHOSE NEEDS ARE MET'. (CQL)