

# The York Resilience Programme

## Amsterdam - 13th & 14th April 2015



### Cost

Registration fee is £325 or 440€ per person for the two day event – to include workshop attendance, materials, lunch, an informal evening meal on Day One and coffee/teas throughout. The fee is payable in advance to the University of York.

### Accommodation

The event will be held in the Radisson Blu Hotel at Amsterdam airport. Upon registration, participants will be given details for self-registration. Special room rates will apply. Please note that the fee does not include the cost of overnight rooms or breakfast.

Do you lead an organisation in the Critical Occupation sector?  
Do your staff make high risk decisions?  
Does their work expose them to potential trauma?  
Can there be a disaster if the decision is wrong?

Recent research on how to build resilient individuals, teams and organisations has important learning for senior managers, for example, in prisons and probation. If organisational reliability under pressure is an issue for your service, then this programme could be just the right thing at the right time for you.

### Description of workshop

This workshop marks the international launch of the York Resilience Programme. It brings together the findings and recommendations from the international SPORE programme that examined resilience of criminal justice staff across Europe. It introduces an integrated model to link resilience and high reliability to organisational development and performance. It will explore practical implementation. Participants will leave with a clear understanding of the latest research and tested applications, they will have the opportunity of sharing with other leaders AND take ideas for a programme of action back to their own organisations.

### Purpose

- To introduce an integrated model and management approach
- To review the findings and impact of the SPORE project
- To enable senior managers to share experience and different perspectives
- To examine options for organisations to evaluate need and improve their resilience and reliability
- To create an action agenda for each participant's own organisation.

### Who should attend

Senior Managers from the Criminal Justice Sector – Chief Executives, HR Directors, Operational Directors, Policy leaders, Training and Development Managers. Places are restricted because of the participative nature of the workshop – please book early to ensure a place.





## Course Leaders:

### Jo Clarke

Jo Clarke, PhD, is a Registered Forensic Psychologist and Associate Fellow of the British Psychological Society.



Jo currently works for the University of York, where she is Director of the MSc in Applied Forensic Psychology. She is also founder and Co-Director of The Petros Organisation Ltd, a not-for-profit company dedicated to the pursuit of resilience.

### John Stafford

A career spent in operations leading to CEO of the multi award winning Merseyside Probation Trust - the first public sector organisation to win the UK Excellence award in 2012. Awarded OBE in 2012 and has subsequently worked in Europe and as an Executive coach.



### John Scott

Former Head of Public Protection Unit, Home Office and Strategy Advisor, Velia Ltd. Organisational Resilience is key to his international work undertaken in Europe and the Middle East. He specializes in policy issues relating to managing risk in the public and independent sectors.



### Bas Vogelvang

Bas is Professor of Probation, Parole and Public safety at Avans University, Netherlands. Much of his work involves improving the research base, training/education and evidence based supervision programmes relevant to the field of probation, parole and community based corrections. He jointly led the SPORE research with Jo Clarke.



## Resilience Research at the University of York

Critical occupations are those where there is a high risk of exposure to traumatic events or material that may, under certain circumstances, exert critical impact on the psychological well-being of those within them. Resilience research at York has focused on identifying those certain circumstances. Understanding the factors that enhance resilience and reduce the potential for critical impact has far reaching implications not only on performance and well-being of staff but also on cost efficiency of the organisation. As organisations are being required to do so much more with so much less, can anyone afford to ignore the research evidence?

## The outline for the course days is below.

### DAY 1

- An Integrated Model for Resilience
- International Research Findings
- What are the individual, team and organisation challenges you face?
- Similarities and differences between sectors and organisations
- Leadership issues.

### DAY 2

- Organisational Research Findings
- Climate Survey to assess resilience
- High Reliability comparisons
- What will an effective strategy look like?
- Creating a Resilience Strategy
- How to seek improvements?

## Resilience in Critical Occupations:

*"The capacity of individuals, teams and organisations to render challenging events manageable, meaningful and coherent by drawing on personal, collective and institutional resources."*

Book now [www.york.ac.uk/cpd](http://www.york.ac.uk/cpd)

[cpd@york.ac.uk](mailto:cpd@york.ac.uk)

0044 (0) 1904 435213

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