





The overview

The Authentic Human Connection accredited training is a model developed by One YMCA and Deepr to enable you to become even more accomplished in your relational skills and approach in groups and in teams - supporting a better quality of work, collaboration, wellbeing and community impact.

Who's it for?

It's for you - whether you consider yourself an old pro or a total newbie. The framework and training does not contain magical knowledge that you'll never have heard of before. You might say it's full of common sense. The value in bringing this common sense together is that it enables us to become more intentional in the ways we go about our work and being.

What will I get?

- You'll grow your skills in an area that will support you in your work now and in the future. We know that all sorts of employers look for relational skills in the people they employ, and promote!
- You'll also receive an accreditation as a Connect Facilitator and, if you run a group, your group with become a Connect Group. The accreditation will be based upon short reflective tasks and will be assessed in terms of your commitment to working in this way.
- You'll develop stronger relationships across the organisation, opening up new networks of support and opportunities to work together.

The overview (continued)

What's the format?

The training runs over four months. It kicks off with a day long session where you'll learn the fundamentals of the framework in a relaxed and experiential way. You'll learn coaching techniques and you'll decide how you might apply some of the learning in your work over the coming weeks. You'll be paired with a buddy and you'll support each other through the process, applying and developing your coaching skills in a relaxed way.

Every month, you'll come back for a 90 minute 'top up' session as you move through the different parts of the framework consecutively. The training concludes with a half-day Celebration, where you will reflect back on your learning, share next steps, and graduate as a Connect Facilitator!

And the time commitment?

- Initial 1 day immersion
- 3 x 90 minute sessions on Teams
- 3 x buddy sessions
- Practical testing woven into your day-to-day work, with brief reflections submitted as fieldwork
- Half-day Celebration

Authentic Human Connection: Learning journey

Kick off		1st Month		2nd Month		3rd Month	4th Month	ightharpoonup
Immersion Session One day dive into the framework, training and accreditation Training in four modules and methods - with experimentation and creative discovery work Light touch, peer coaching training session Split into study groups of 5-6 people Buddies established with clear roles and expectations Exercise options set for 'field work' on module one, 'preparing'	Buddy session	Top up session 90 min session on Teams Feedback in groups - what you did, what worked, what could work better, what you'll do next Refresh / dive into 'modelling' Exercise options for field work on module two	Buddy session	Top up session 90 min session on Teams Feedback in groups - what you did, what worked, what could work better, what you'll do next Refresh / dive into 'empowering' Exercise options for field work on module three	Buddy session	Top up session 90 min session on Teams Feedback in groups - what you did, what worked, what could work better, what you'll do next Refresh / dive into 'spreading' Exercise options for field work on module four	Celebration Half-day session to conclude the course Reflecting back on our learning together Sharing how we plan to take this learning forward Graduation	Ongoing Journey Bringing authentic human connection into our day-to-day work Staying connected with others in the network Spreading this training across our teams Joining future Celebration events to refresh our learning

A Framework for Connection

1. Preparing

The fundamentals we need to get right before we enter the room

PRESENCE FRIENDLINESS BEING INTENTIONAL PLANNING

KEY METHODS

Resource yourself

Avoid distraction

Set an intention

Planning for connection

2. Modelling

Behaviours we can model and encourage others to

REDUCING SEPARATION DEVELOPING TRUST VULNERABILITY OPENNESS & HONESTY

KEY METHODS

Micro actions

Whole person check-in

The three emojis

Your story

3. Empowering

Qualities we can bring to interactions that support others in connection

MEETING PEOPLE WHERE **ACCOUNTABILITY CELEBRATING WHOLENESS RECOGNISING VALUE**

KEY METHODS

Invitational

Over to you

Co-design

Awards or badges for recognition

4. Spreading

Actions we can offer that support others to develop connection more widely in teams and services

THINKING AS A WHOLE ORG DRAWING OUT THE BEST IN **EACH OTHER** HANDING OVER CONTROL **GOLDEN RULES**

Authentic Human Connection

KEY METHODS

Mission affirmations

Mirroring

Grateful for

Helping me, helping you

Methods for Connection

We've developed 80 methods to support this model for connection, and help us to apply it in our day-to-day work.

