

## New Paths to InclUision Network

527631-LLP-1-2012-1-AT-LEONARDO-LNW

<http://www.adam-europe.eu/adam/project/view.htm?prj=10002>

## Project Information

Title: New Paths to InclUsion Network

Project Number: 527631-LLP-1-2012-1-AT-LEONARDO-LNW

Year: 2012

Project Type: Networks

Status: completed

Country: EU-Centralised Projects

Marketing Text: What is needed to move towards transformative change in the ways that services for disabled people are organised and what kind of personal and organisational learning can facilitate this process? This has been the guiding question of our three-year New Paths to InclUsion Network project that has brought together 19 organisations, service-providers, universities and research centres from 13 European countries plus Canada as a Third Country Partner. Together we have embarked on a journey of personal and organisational change, which proved to be not an easy task. Breaking the mould of known activities and venturing into the unknown can be very difficult, as it offers both untold possibilities, but also holds a great risk of failure. In this respect, we believe that the New Paths to InclUsion Network was an innovative project. It empowered organisations to create change from within, following the guidance of a theoretical and practical framework of co-discovery and co-creation – Theory U.

Summary: As “New Paths to InclUsion Network” we have built our Network upon the experiences of the predecessor LdV-TOI “New Paths to Inclusion” (NPI) project (2009-2011). The main output of this project had been an inclusive training course in person centred planning to improve Vocational Education and further trainings capacity to stimulate organisational change. Person Centred Planning is a value driven family of process-oriented approaches to empower people (with disabilities) to live a self-determined life. It connects fundamental beliefs about inclusion with practical ways of making changes in individual lives happen and to steer developments towards person centred organisations providing high quality services and support in the community. In the context of the politically (UNCRPD, EU Disability strategy) declared priority of transforming the disability service sector from an institutional to a community based support model, we have chosen to address three key issues and associated questions, which have considerable implications for questions of re-equipping organisations and its workforce with the necessary knowledge, values and skills in order to be able to actively include people with disabilities as contributing citizens in work, education, leisure, life and relationships in the community. These keys to Inclusion are:

- 1) Developing person-centred organisations.
- 2) Fostering community inclusion and development.
- 3) Providing inclusive spaces of training and learning for all.

Over the course of our three year learning journey we have developed and followed an experimental design, which was modelled after the main movements of Theory U: Going down the U: “Observe, observe, observe” exposing ourselves to new learning experiences and searching for new ways of understanding (Sensing).

At the bottom of the U: “Retreat and reflect, allow the inner knowing to emerge”. Going to places of stillness where knowing can surface. Reflecting on what you have learned from a deep place of listening. Asking, “What wants to emerge here?” (Presencing).

Going Up the U: Act in an instant.” Explore the future by doing. Acting quickly on this learning through trying out various new Prototype ideas to actualize the emerging future and move it into the centre of our practice (Realizing).

Having gone through the process, partners can now share their learning, and guide others on the journey to a better life for all.

Description: The New Paths to InclUsion Network has been a European project that has brought together 19 organisations, service-providers, universities and research centres from 13 European countries and Canada as a Third Country Partner. Our overarching objective has been to stimulate and facilitate the transformation towards inclusive and person-centred support services for persons with disabilities in Europe.

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The “New Paths to InclUsion Network” has built on the experiences of the LdV-TOI “New Paths to Inclusion” (NPI) predecessor project which was carried out from 2009-2011. The main output of this project has been the development of a modular and inclusive training course in person centred planning (European Training Course on Inclusion) to improve Vocational Education and further trainings capacity to stimulate organisational change (see [www.personcentredplanning.eu](http://www.personcentredplanning.eu)).

Person centred planning is a family of process-oriented approaches to empower people with disabilities to live a self-determined life in the community. Through extensive international research (ROBERTSON et. al. 2006) Person centred approaches have proven to be innovative and evidence based ways of connecting fundamental beliefs about inclusion with practical ways of making changes in individual lifes happen and to steer developments towards person centred organisations providing high quality services and support in the community.

Through the work of the predecessor project Person-centred planning was significantly advanced especially in the German speaking countries in Europe, with the training course having been taken up and offered at over twenty locations in Austria and Germany. A further important outcome was celebrated in 2012, when the Network on Person-centred Planning in German speaking countries was officially launched at a conference in Linz ([www.persoeliche-zukunftsplanung.eu](http://www.persoeliche-zukunftsplanung.eu)) and subsequently became a registered charity under ther German “Vereinsrecht” now hosting about 300 individual members and 60 member organisations from different countries in Europe.

With the New Paths to InclUsion Network we have brought these developments to an even broader and deeper scale both in terms of spanning a Network including 13 European countries and by developing and adapting innovative approaches to address key open challenges. Our goal has been to equip organisations, service-providers and persons with disabilities with the knowledge, values and skills necessary to make sure that citizens with disabilities can actively participate in education, work, leisure, life and relationships in their community whilst incorporating personal and organisational learning strategies to initiate organisational change from within. What we have been doing and will continue to do is an important and challenging task in many ways because:

... persons with disabilities have the RIGHT to person centred support that enables them to live in the community.

... the European Union and most Member States have ratified the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD). In this way, they have committed to making sure that persons with disabilities can get the support they need to live independently and participate actively in their communities.

... a high proportion of disability services are still provided on an institutional basis, in segregated environments which are isolated from the community and diminish peoples' opportunities to live meaningful and self-determined lives.

... the transition from an institutional to a community-based support paradigm and model requires organisations and professional workers alike to re-think the way support provision and organisational cultures and practices in services for persons with disabilities are designed, organised and delivered.

The guiding questions of our Network have been:

How can we make sure that support services respond to the individual needs of persons with disabilities and help them live included in the community?

What kind of personal and organisational training and learning is suitable to facilitate this transformative process?

The open challenges that we have been addressing are framed as keys to achieve

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New Paths to Inclusion:

Key 1: Developing person-centred organisations

What do organisations need for a sustainable implementation of person-centred approaches that leads to transformative change?

Key 2: Fostering community inclusion and development

How can service-providers become more connected and responsive to the community and thus co-create new possibilities for people with disabilities to become active and contributing citizens?

Key 3: Providing inclusive spaces of training and learning for all

How can we improve vocational training courses as well as other formal and non formal learning settings to effectively include diverse groups of learners, including persons with intellectual disabilities, for the benefit of all?

Looking back we can now see how our two guiding assumptions have been vital for the success of our project, namely that first these questions and open challenges are of utmost importance for re-equipping the existing workforce (at all levels of organisations) with the necessary knowledge, values and skills, and that second in order to create change training has to be accompanied with proven strategies to guide organisational change efforts.

All in all the main objectives that our partnership has successfully addressed have included:

To provide a contribution for the European Learning, Development and Networking framework for social transformation through practicing, documenting and disseminating innovatory project elements, which in itself are modelled after the logic of future oriented social innovation. Most of our learning has been documented on our Online Knowledge-centre available at: <http://www.personcentredplanning.info/index.php/knowledge-home>

To build a shared foundation for the development of a sustainable European Network through (re-)training of staff members from diverse organisational levels as well as of people with disabilities, in all countries of the Consortium where no structured VET formats on person centred approaches have been developed: An approx. number of 750 people (among them approx. 200 people with disabilities) that have been trained to date as a direct outcome of the New Paths to Inclusion project (2009-2011) and the New Paths to Inclusion Network, including managers, service workers, teachers, social workers, persons from the public administration, guardians, parents of people with disabilities and self Advocates with disabilities.

To support organisational capacity on their way of becoming more Person-centred organisations: All organisations participating in the New Paths to InclUsion Network have gone through a considerable organisational change process. Out of the project partnerships three organisations Balance from Vienna (Austria), APEMH from Luxembourg and Leben mit Behinderung Hamburg, have documented their activities and learning in three Case studies available at the Online Knowledge centre:

<http://www.personcentredplanning.info/index.php/knowledge-home/96-koc/multiplication-course/key-1-developing-person-centred-organisations/stories-of-organisational-change>

To organise Learning journeys to innovative examples of achieving community inclusion in Europe which are documented at our Online Knowledge centre at:

<http://www.personcentredplanning.info/index.php/knowledge-home/203-koc/multiplication-course/key-3-community-inclusion/reports-of-sensing-journeys>

To valorise the learning experiences in a Curriculum and European Multiplication Course addressing the three keys to Inclusion documented at <http://www.>

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personcentredplanning.info/index.php/knowledge-home/84-koc/multiplication-course  
 To develop a Best Practice Handbook on Inclusive Training & Learning available at:  
[http://www.personcentredplanning.info/images/OnlineKnowledgeCenter/Multiplication\\_Course/Handbook\\_2015\\_11\\_18.pdf](http://www.personcentredplanning.info/images/OnlineKnowledgeCenter/Multiplication_Course/Handbook_2015_11_18.pdf)

To provide a one-stop Online Knowledge Centre for all interested stakeholders in gathering knowledge, good practices and updated information on the provision of person-centred planning, Community Inclusion, Inclusive Learning, Organisational Change and Theory in English, as well as the project languages Croatian, Czech, French, German, Italian, Portuguese, Romanian, Slovak and Spanish.

To support the national Networking partners in building sustainable national Networks operating as “Communities of Practice”, whilst also providing the necessary European Networking infrastructure for a strengthening of alliances between the VET and service sector working towards Inclusion.

Themes: \*\*\* Access for disadvantaged

- \*\* Social dialog
- \*\* Continuous training
- \*\* Initial training
- \* Sustainability
- \* Equal opportunities

Sectors: \*\*\* Human Health and Social Work Activities

- \* Education

Product Types: website  
 teaching material  
 modules  
 material for open learning  
 program or curricula  
 open and distance learning  
 procedure for the analysis and prognosis of the vocational training requirement  
 evaluation methods

Product information: The Outcomes & Results of the New Paths to Inclusion Network are as follows.

- We have organised four Thematic project meetings and an experiential presencing Meeting, which gave the participants an overview and introduction of the U-Theory and process, and dedicated time for experiencing a range of practical sensing exercises (Dialogue Interviews, Social Systems Sculpting, Dialogue Walks, World-Café, etc.) all documented and translated in our Online Knowledge Centre. The research results of the projects accompanying research highlights from the perspective of project participants that project meetings provided safe spaces where some of the most personal and organisational challenging issues – which often are side-lined - when working on change could be expressed and worked upon. It became very clear to most members of the partnership that engaging in questions of Inclusion has to include but means more than just raising questions about accessibility and other technically relates issues. Working towards co-creating inclusive spaces as microcosms of the larger changes we want to see in our organisations, communities and society as a whole, always involves deeply held personal and organisational beliefs and assumptions that must be surfaced and worked upon if real progress towards achieving inclusion is to be made. This has resulted in a working culture that was characterised by openness, trust and connections between the network members – in a way, as was expressed numerous times, was unprecedented in former (EU) projects. As a vague indicator can be mentioned that almost at every meeting about half of the participants attended at their own costs – with many cross-organisational links and additional learning visits that have been organised throughout the project’s lifecycle and that have already been organised for upcoming years 2016/2017. John O’Brien has contributed his reflections on change along the way which are available at the Online Knowledge Centre:

<http://www.personcentredplanning.info/index.php/knowledge-home/154-koc/the->

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new-paths-to-inclusion-network/reflections-on-making-change

- Each of the 12 participating Networking countries has developed a National Dissemination & Exploitation plan with a clear strategy for addressing and reaching the key target groups, which was updated at the end of 2014. All in all project partners have carried out a wide range of dissemination activities, which reached more than 10.000 people in face-face settings (e.g. Workshops, Meetings, Conferences, Presentations, Events) and over 50.000 people via diverse (social)-media (e.g. articles, Facebook, leaflets).
- Based on the national D&E-reports we have produced a European Dissemination & Exploitation strategy which included activities that have been and will be visible on a European level (WP 7), e.g. the project, its approach and outcomes were presented at Inclusion Europe`s annual Europe in Action conferences in June 2013 in Ljubljana, Mai 2014 in Belfast and Mai 2015 in Rome to approx. 500 participants.
- We have produced a project leaflet in all project languages, set up and launched a project Facebook page (currently 1.400 followers) a project website ([www.personcentredplanning.eu](http://www.personcentredplanning.eu)) and an Online Knowledge Centre. We have released six project Newsletters with detailed information about the overall and national activities that have been delivered to an increasing number of recipients – starting from 1.100 for the first three Newsletters to approx. 2.000 Newsletters for the latter three Newsletters.
- We have built a shared foundation for the development of a European Network by delivering the European Training Course on Inclusion in Croatia, Portugal, Romania, Slovakia & Spain. Additionally - with the support of our network - partners from Italy (Southern Tyrolia), Switzerland & Luxembourg have organised inclusive training courses in their country at their own costs. This makes an approx. number of 750 people (among them approx. 200 people with disabilities) that have been trained to date as a direct outcome of the New Paths to Inclusion project (2009-2011) and the New Paths to Inclusion Network, including managers, service workers, teachers, social workers, persons from the public administration, guardians, parents of people with disabilities and self Advocates with disabilities.
- In order to support organisational capacity for implementing person-centred practices in a way that leads to on-going learning and organisational change as well as to improve VET`s ability to design training formats that meet the structural needs of service providers in addressing experience based solutions, we have piloted and documented three On-Site Sensing programmes at three premises of partner organisations of the consortium. The learning from these sensing Workshops is documented in our Online Knowledge centre with a paper on “Thoughts how to start organisational change” :  
[http://www.personcentredplanning.info/images/OnlineKnowledgeCenter/Multiplication\\_Course/Thoughts-on-how-to-get-started\\_Sensing-Workshops.pdf](http://www.personcentredplanning.info/images/OnlineKnowledgeCenter/Multiplication_Course/Thoughts-on-how-to-get-started_Sensing-Workshops.pdf)
- We have searched for innovative cross-sectoral approaches in the field of Community Inclusion and identified European Best Practise Sites, documented at our Online Knowledge centre at: <http://www.personcentredplanning.info/index.php/knowledge-home/204-koc/multiplication-course/key-3-community-inclusion/best-practices-examples-of-community-inclusion>.
- Together with partners from the project we have organised and documented three Sensing Journeys. Each Sensing Journey was attended by 6-8 members of our Networking organisations.
- We have developed an Easy to Read questionnaire to document the experiences that learners with and without intellectual disabilities have made in the five European Training courses. In Our Online Handbook of How to create Inclusive Spaces of learning we have collected, tested and documented Best Practice approaches in accommodating to different learning styles and produced guidelines on designing inclusive Training sessions. Our Handbook is available at our Online Knowledge centre at:  
[http://www.personcentredplanning.info/images/OnlineKnowledgeCenter/Multiplication\\_Course/Handbook\\_2015\\_11\\_18.pdf](http://www.personcentredplanning.info/images/OnlineKnowledgeCenter/Multiplication_Course/Handbook_2015_11_18.pdf).
- In order to increase the evidence base of the sustainability of our Curriculum, and the sustainability of our other project activities our project partner the University of Hannover has conducted a thorough accompanying research taking a close and

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critical look at all three keys to Inclusion. Our research Report is available at our Online Knowledge centre at:  
[http://personcentredplanning.info/images/OnlineKnowledgeCenter/New\\_Paths\\_to\\_Inclusion/researchreport-fin.pdf](http://personcentredplanning.info/images/OnlineKnowledgeCenter/New_Paths_to_Inclusion/researchreport-fin.pdf).

- In order to create sustainable local, regional and national “Communities of Practice” our partners have organised Networking Platforms that were attended by over 650 participants. The Swiss Network was exemplarily chosen by the Zero project – a global initiative in cooperation between the ESSL foundation, the World Future Council and the European Foundation Centre (<http://zeroproject.org>) – at the 2015 annual Zero project conference at the United Nations headquarter in Vienna in front of over 2.000 participants as one a worldwide best practices to achieve independent living and political participation of people with disabilities.
- Partners of the project have organised conferences and final events on the issue of Person-centred Planning, Community Inclusion, Supported Decision Making, Theory U and Organisational change informing over 2.000 people directly about the project, its innovative approach and results.
- We have supported the setting of the necessary infrastructure for a continued and sustainable Network through the foundation of the Network of Person-centred Planning. During the time of the project duration and supported by the European project the Network became a registered charity after the German Vereinsrecht. The statutes of the Network allow for a broader European span and exchange of perspectives. The Network currently has 300 individual members and 60 organisational members. In the years to come the Network will be the central organisation providing for future European Networking opportunities – under the header of the now widely established brand “New Paths to Inclusion”.
- We have valorised, evaluated and made available our learning experiences through the development, organisation and documentation of a three module European Multiplication Course, with each module addressing the learning, best-practices and potential implications and future prototypes for each of the three keys to Inclusion. The overall rationale, the course design, Training Materials, Stories, Additional Reading and a range of tools are all available at our Online Knowledge Centre at: <http://www.personcentredplanning.info/index.php/knowledge-home/84-koc/multiplication-course>.

Partner have brought forth, tested, refined & documented interesting Prototypes on the different keys to Inclusion which are partially available as generative stories in our Online Knowledge Centre at: <http://www.personcentredplanning.info/index.php/knowledge-home/88-koc/stories>.

Each participating Country has produced a national Sustainability and European Sustainability report and developed strategies on how the work of the New Paths to Inclusion Network will continue after the end of the project.

We have organised a series of Final Events in Vienna and Brussel. From the 4th – 7th of November the Final Project Conference, following an experimental and inclusive design, The Network-Day, bringing together the project consortium, associated partners and other interested stakeholders as well as a two day large group workshop facilitated by John O’Brien and Beth Mount attracted more than 270 participants in Vienna. On November 19 we have organised a high level policy workshop at the European Parliament to bring the projects learning and recommendations for a future development of policies directly to EU policy makers. The policy seminar was attended by 70 participants, including Members of the EU parliament and the EU commission. The conference design, presentations and policy recommendations are available at our Online Knowledge centre.

We have collected and developed a whole range of materials. In the Online Knowledge centre VET providers, organisations, self-advocates, families, policy makers and independent change makers in the field of disability and social services now find the largest online available source of information on

- o Person-centred Planning (including the New Paths Curriculum, Tools and Methods, Quality Standards for trainers, Stories of Application),
- o Organisational Change (Multiplication Course, Application Stories, Training and Process Facilitation Materials),
- o Community Inclusion (Multiplication Course, Examples of Good Practice, Guidance

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to Organise Sensing Journeys),  
o Inclusive Learning and Creating Inclusive Spaces of Learning (Multiplication Course, Training Materials, Handbook in Easy to Read, Evaluation sheet),  
o Theory U (Introduction in Easy to Read – adapted tools and stories of application) as well a  
o thorough and detailed documentation and reflection about our processes and further  
resources.  
for an on-going European network and the Online Knowledge Center.

Projecthomepage: [www.personcentredplanning.eu](http://www.personcentredplanning.eu)

## Project Contractor

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## Partner

### Partner 1

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Country: IT-Italy  
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### Partner 2

Name: Verein BALANCE - Leben ohne Barrieren  
City: 1130 Vienna  
Country/Region: Vienna  
Country: AT-Austria  
Organization Type: National Agency  
Homepage: <http://www.balance.at>

### Partner 3

Name: Quip - Asspciation for Change  
City: 162 00 Prague  
Country/Region: Praha  
Country: CZ-Czech Republic  
Organization Type: continuing training institution  
Homepage: <http://www.kvalitapraxi.cz>

### Partner 4

Name: Nexus-Support Ltd  
City: EC1N 8PN London  
Country/Region: Inner London  
Country: UK-United Kingdom  
Organization Type: continuing training institution  
Homepage: <http://www.nexus-support.org.uk>

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## Partner

### Partner 5

Name: Marsha Forrest Centre  
City: ON M6R 1Z8 Toronto  
Country/Region: Other region  
Country: Other country  
Organization Type: association/non-governmental organisation  
Homepage: <http://www.marshaforest.com>

### Partner 6

Name: Inclusion Europe aisbl  
City: 1050 Brussels  
Country/Region: Bruxelles Cap, Brussel Hof  
Country: BE-Belgium  
Organization Type: association/non-governmental organisation  
Homepage: <http://www.inclusion-europe.org>

### Partner 7

Name: Leben mit Behinderung Hamburg  
City: 22303 Hamburg  
Country/Region: Hamburg  
Country: DE-Germany  
Organization Type: National Agency  
Homepage: <http://www.lmbhh.de>

### Partner 8

Name: Federação Nacional de Cooperativas de Solidariedade Social  
City: 1600-794 Lisabon  
Country/Region: Lisboa  
Country: PT-Portugal  
Organization Type: National Agency  
Homepage: <http://www.fenaceri.pt>

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## Partner

### Partner 9

Name: Social Work Advisory Board  
City: 81101 Bratislava  
Country/Region: Extra Regio  
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Homepage: <http://www.rpsp.sk>

### Partner 10

Name: Fondation A.P.E.M.H.  
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Country/Region: Luxembourg (Grand Duché)  
Country: LU-Luxembourg  
Organization Type: National Agency  
Homepage: <http://www.apemh.lu>

### Partner 11

Name: Berufliche Schule des Kreises Ostholstein in Oldenburg  
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### Partner 12

Name: Pentru Voi  
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## Partner

### Partner 13

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### Partner 14

Name: Confederación Española de Asociaciones en Favor de las Personas con Discapacidad Intelectual  
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Organization Type: National Agency  
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### Partner 15

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Country: DE-Germany  
Organization Type: university/Fachhochschule/academy  
Homepage: <http://www.ifs.phil.uni-hannover.de/>

### Partner 16

Name: ASSOCIATION FOR PROMOTING INCLUSION  
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Country: HR-Croatia  
Organization Type: National Agency  
Homepage: <http://www.inkluzija.hr>

## Partner

### Partner 17

Name: innovia - Service und Beratung zur Chancengleichheit gem. GmbH  
City: 6020 Innsbruck  
Country/Region: Tyrol  
Country: AT-Austria  
Organization Type: continuing training institution  
Homepage: <http://www.innovia.at>

### Partner 18

Name: Lebenshilfe Österreich  
City: 1020 Vienna  
Country/Region: Vienna  
Country: AT-Austria  
Organization Type: National Agency  
Homepage: <http://www.lebenshilfe.at>

## Project Files

### D.5.6.2\_Handbook Inclusive Spaces of Learning .pdf

[http://www.adam-europe.eu/prj/10002/prj/D.5.6.2\\_Handbook%20Inclusive%20Spaces%20of%20Learning%20.pdf](http://www.adam-europe.eu/prj/10002/prj/D.5.6.2_Handbook%20Inclusive%20Spaces%20of%20Learning%20.pdf)

Handbook "Inclusive Spaces of Learning"

### D.6.4.1\_Final\_Research\_Report.pdf

[http://www.adam-europe.eu/prj/10002/prj/D.6.4.1\\_Final\\_Research\\_Report.pdf](http://www.adam-europe.eu/prj/10002/prj/D.6.4.1_Final_Research_Report.pdf)

Final Research Report

## Products

- 1 Online Knowledge Centre
- 2 European Multiplication Training
- 3 Online-Handbook 'How to design Inclusive Training'
- 4 On-Site Sensing Programme
- 5 Transfer of the New Paths to Inclusion Curriculum & Training Pack
- 6 Sensing Journeys
- 7 Presencing Workshop
- 8 Final Research Report
- 9 National Networking Platforms
- 10 National Dissemination Events
- 11 Final European Conference
- 12 Progress Report

## Product 'Online Knowledge Centre'

Title: Online Knowledge Centre

Product Type: website

Marketing Text: The New Paths to InclUsion Network empowered organisations to find and create change from within, following the ground breaking Theory U. Having gone through the process, partners can now share their learning, and guide others on the journey to a better life for all. The Online Knowledge Centre is meant to be a one-stop-shop for organisational change. You can find a six-module curriculum in person-centred approaches, as well as related multiplication courses. You can also discover different Theory U tools, and get inspired by success stories from our partners.

The Online Knowledge Centre is meant to be a "living" online space, which will only grow in the next days and months, once more and more knowledge seeds are planted, and experiences are collected!

Description: We have collected and developed a whole range of materials. In the Online Knowledge centre VET providers, organisations, self-advocates, families, policy makers and independent change makers in the field of disability and social services now find the largest online available source of information on

- Person-centred Planning (including the New Paths Curriculum, Tools and Methods, Quality Standards for trainers, Inclusion Star with 5 valued experiences of Inclusion),
- Organisational Change (Multiplication Course, Application Stories, Training and Process Facilitation Materials),
- Community Inclusion (Multiplication Course, Examples of Good Practice, Guidance to Organise Sensing Journeys),
- Inclusive Learning and Creating Inclusive Spaces of Learning (Multiplication Course, Training Materials, Handbook in Easy to Read, Evaluation sheet),
- Theory U (Introduction in Easy to Read – adapted tools and stories of application) as well a
- thorough and detailed documentation and reflection about our processes and further resources.

Target group: VET-schools, Trainers, Coaches, Organisations providing services for people with disabilities, policy makers, Interested Public

Result:

Area of application:

Homepage: <http://www.personcentredplanning.info/index.php/knowledge-home>

Product Languages: Czech  
French  
English  
Croatian  
Spanish  
Slovak  
Italian  
German  
Romanian  
Portuguese

## Product 'European Multiplication Training'

Title: European Multiplication Training

Product Type: modules

Marketing Text: The core activity of the third project year was the Organisation of the European Multiplication Course consisting of three modules a two days.

Module 1: Implementation of Person Centred Support and Organisational Learning

Module 2: Community Inclusion and Development

Module 3: Inclusive Training and Learning

The Curriculum and Learning material was translated in all project languages and is made available to a general public via the Online Knowledge Platform

Description: The New Paths to InclUsion Network has also tried to set out on a transformative journey of asking deep questions, creating connections and trying to find new answers to our guiding questions

'How can we make sure that support services respond to the individual needs of persons with disabilities and help them live included in the community? What kind of personal and organisational learning is necessary to facilitate this process?'

In our search for new answers we have used Theory-U as a guide for our learning. Theory U proposes that the quality of the results that we create in any kind of social system is a function of the quality of awareness that the participants in the system operate from. It represents both a theory to talk about such deeper levels of experience but also a social technology / methodology to shift the inner place from which we work to support us in bringing forth desired changes.

The Discovery activities in the New Paths to InclUsion project had been structured along three fields of learning framed as important keys we need to address if we were to move towards new paths to Inclusion.

Each key had been framed around one core question that guided the learning and sensing in the process preceding the Multiplication Course by applying different strategies inspired by the U-process Toolbox which have been adapted to fit our purpose (described in detail in the Multiplication Course Descriptions and the Toolbox section).

Thus it is important to be aware that the Multiplication course does not represent a stand-alone format to be implemented but a purposefully created space to multiply previous learning experiences. Our three fields of learning had been:

Developing person-centred organisations: What do organisations need for a sustainable implementation of person-centred approaches that leads to transformative change?

Fostering community inclusion and development: How can service-providers become more connected and responsive to the community and thus open new possibilities for people with disabilities to become active and contributing citizens?

Providing inclusive training and learning for all: How can we improve vocational training courses to effectively include diverse groups of learners, including persons with intellectual disabilities, for the benefit of all?

Target group: Trainers in VET, organisations providing services for disabled people, people with disabilities, Trainers, Coaches

Result: The Multiplication Course Modules, one module per key to InclUsion, are designed as small Mini-U Labs. These Mini U-Labs allow participants to follow again the three Movements of the U:

Sensing: Giving participants the opportunity to immerse themselves into the subject and guiding question and thus multiplying the different forms and sources of formal and tacit knowledge and learning.

## Product 'European Multiplication Training'

### Result:

Presencing: Giving participants the opportunity to reflect, share and make sense of what they have learned and thus multiplying the shared sense/source of deeper individual and organizational aspirations and purpose.

Realizing: Giving participants the opportunity to actively create ideas for prototype initiatives they truly want to commit and thus multiplying the cross fertilization of ideas leading to real action.

### Scaling Across

The Multiplication course Module descriptions you are just about to read and not intended to be copied and pasted. They are and can be used and adapted in a variety of ways, settings and formats as part of a longer process of ideally a diverse variety of people across different (segments of) organisations, sectors, levels of hierarchy and roles within a system, (non-)disability, who have committed themselves to take on a journey of Discovery, where knowledge, (provisional) answers and actions have to be co-created in order to avoid the trap of producing just more of the same.

Margaret Wheatley describes such an approach as scaling across rather than scaling up. Whereas Scaling up encourages replication, standardisation and compliance - much of what we are working to avoid. 'Scaling across happens when teams from one organisation travel to another and, through that experience, see themselves more clearly, strengthen their relationships, and renew their creativity. Like a learning journey, these are the visits that disrupt our old ways of seeing and widen our view of what's possible. Scaling across happens when people create something locally and inspire others who carry the idea home and develop it in their own unique way.' (Wheatley)

### Area of application:

Homepage: <http://www.personcentredplanning.info/index.php/knowledge-home/84-koc/multiplication-course>

Product Languages: Italian  
German  
Romanian  
Portuguese  
Spanish  
Slovak  
English  
French  
Czech  
Croatian

## Product 'Online-Handbook 'How to design Inclusive Training''

Title: Online-Handbook 'How to design Inclusive Training'

Product Type: teaching material

Marketing Text: The Handbook contains

- Didactical and methodological guidelines
- Accessible and easy-to-read guidelines for an evaluation of Inclusive Training sessions
- An evaluation sheet to observe training-courses by evaluators with learning disabilities
- Guidelines for creating accessible materials based on the accredited CAPITO "Easy to Read" standards
- Guidelines for setting up Inclusive Training Teams
- Examples of good practise
- Training Materials and Information about Person-Centred Planning in easy-to-read

Description: What is the aim of this handbook?

To serve as an orientation when organising an inclusive space of learning.

To make people feel more secure when they organise an inclusive space of learning.

To make people feel more secure when they are part of a space of learning and demand what is necessary to them and others to make the event more inclusive.

To put an end to the fear of doing something wrong when organising an inclusive space of learning.

To give examples of what has worked well for others so far.

To show that in many cases there is no right or wrong.

Target group: For whom is this handbook?

Everybody who wants to organise an inclusive space of learning.

Everybody who takes part in an event which could or should be inclusive and wants to support the organisers with ideas.

Trainers or educators who want to work inclusively.

Result:

Area of application:

Homepage: [http://www.personcentredplanning.info/images/OnlineKnowledgeCenter/Multiplication\\_Course/Handbook\\_2015\\_11\\_18.pdf](http://www.personcentredplanning.info/images/OnlineKnowledgeCenter/Multiplication_Course/Handbook_2015_11_18.pdf)

Product Languages: English

### product files

D.5.6.2\_Handbook Inclusive Spaces of Learning .pdf

[http://www.adam-europe.eu/prj/10002/prd/3/1/D.5.6.2\\_Handbook%20Inclusive%20Spaces%20of%20Learning%20.pdf](http://www.adam-europe.eu/prj/10002/prd/3/1/D.5.6.2_Handbook%20Inclusive%20Spaces%20of%20Learning%20.pdf)  
Handbook Inclusive Spaces of Learning

## Product 'On-Site Sensing Programme'

Title: On-Site Sensing Programme

Product Type: evaluation methods

Marketing Text: Development of an innovatory strategy in raising VET providers capacity to build and design trainings based upon practical experiences. Aim of this Sensing programme was to jointly identify organisational implementation and learning strategies that are efficient, working and lead to change, and thus enable the Network to learn more about using person-centred approaches at all levels of an organisation as a central condition for changing institutional and cultural structures.

Description: A sensing workshop, as prototyped in the course of the New Paths to InclUsion project, is A way of starting a change initiative through a process of consultation which brings people together over a period of two days to explore their understandings more deeply. It can be the first step of a journey into the U, or it may be undertaken alongside other approaches such as interviewing or sensing journeys (see our Online Knowledge centre and/or the website of the presencing institute at: [www.presencing.com](http://www.presencing.com)).

The purpose of a Sensing Workshop is to highlight what the organisation is doing, and to consider if it is meeting its intended objectives? It also intends to discover if the planned trajectory of an organisation makes sense to the people it serves. A series of clear questions which identify what the organisation wants to discover need to be defined to focus the workshop.

Target group: VET and or system service providers aiming to depart on a deep organisational change/transformation process and which is looking for guidance on how to start

Result: Three partner organisations, who to a varying degree already had made experiences employing person-centred approaches: APEHM in Luxembourg, Balance in Vienna (Austria), Leben mit Behinderung Hamburg (LMBH) (Germany) had committed themselves to a process of change to become a more person centred organisation using the model of Theory U. The work culminated in a two day Sensing Workshop which was delivered in each organisation. The three participating partners each held such an event, where between 30 and 60 stakeholders were able to explore the key questions through individual and group activities. In the Online Knowledge Centre you can find detailed accounts of their learning journeys.

Area of application:

Homepage: [http://www.personcentredplanning.info/images/OnlineKnowledgeCenter/Multiplication\\_Course/Thoughts-on-how-to-get-started\\_Sensing-Workshops.pdf](http://www.personcentredplanning.info/images/OnlineKnowledgeCenter/Multiplication_Course/Thoughts-on-how-to-get-started_Sensing-Workshops.pdf)

Product Languages: English

## Product 'Transfer of the New Paths to Inclusion Curriculum & Training Pack'

Title: Transfer of the New Paths to Inclusion Curriculum & Training Pack

Product Type: program or curricula

Marketing Text: We have built a shared foundation for the development of a European Network by delivering the European Training Course on Inclusion in Croatia, Portugal, Romania, Slovakia & Spain. Additionally - with the support of our network - partners from Italy (Southern Tyrolia), Switzerland & Luxembourg have organised inclusive training courses in their country at their own costs. This makes an approx. number of 750 people (among them approx. 200 people with disabilities) that have been trained to date as a direct outcome of the New Paths to Inclusion project (2009-2011) and the New Paths to Inclusion Network, including managers, service workers, teachers, social workers, persons from the public administration, guardians, parents of people with disabilities and self Advocates with disabilities.

Description: Person centred approaches are proven to be an effective strategy to support the goals of a person and to steer person centred services. Despite this fact there are only very few short term trainings (one-two day seminars) and no comprehensive training opportunities in person centred approaches in the participating countries

The curriculum consists of three distinct levels of competence:

a basic level, which introduces the training participants to person centred approaches  
a facilitation level, which enables training participants to professionally guide, document and reflect on person centred processes  
a multiplication level, which enables training participants to facilitate seminars and training events on person centred approaches and inform and influence change at organisational and strategic levels.

Target group:

- The Disability Service sector: direct service workers & managers
- The National VET systems (re-)training the above workforce.
- Governments and Decision making bodies.
- Self Advocates People with diverse disabilities, users of disability services and their families.
- Other human service and LLP sectors (f.e. early education, Social Work, Teacher Education, trainers in LLP

Result: The Curriculum is now available in all project languages. Tools and methods are available in most project languages

Area of application:

Homepage: <http://www.personcentredplanning.info/index.php/knowledge-home/107-koc/training-pack-in-person-centred-approaches>

Product Languages: Romanian  
Portuguese  
Spanish  
Slovak  
German  
Italian  
Croatian  
English  
French  
Czech

## Product 'Sensing Journeys'

Title: Sensing Journeys

Product Type: procedure for the analysis and prognosis of the vocational training requirement

Marketing Text: Three sites of best practice achieving community inclusion for diverse target groups throughout Europe were identified and sensing learning journeys organised.

Description:

Target group:

Result:

Area of application:

Homepage:

Product Languages: English

## Product 'Presencing Workshop'

Title: Presencing Workshop

Product Type: procedure for the analysis and prognosis of the vocational training requirement

Marketing Text: On of the main working activities of the second project year was the organisation of a Presencing Event to allow space for letting innovatory and future oriented ideas emerge along the three defined keys to Inclusion.

Description:

Target group:

Result:

Area of application:

Homepage: <http://www.personcentredplanning.info/index.php/knowledge-home/155-koc/the-new-paths-to-inclusion-network/the-presencing-event>

Product Languages: English

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## Product 'Final Research Report'

Title: Final Research Report

Product Type: others

Marketing Text: The accompanying research produced a final research report. It provides insights if, a sustainable implementation/exploitation of person centred approaches delivered through VET opens up New Paths to inform and guide cultural, structural and methodical transformative changes of service providers for people with disabilities, and thus enables inclusive processes towards community development and participation.

Description:

Target group:

Result:

Area of application:

Homepage: <http://www.personcentredplanning.info/index.php/knowledge-home/87-koc/the-new-paths-to-inclusion-network/research-report>

Product Languages: English

### product files

D.6.4.1\_Final\_Research\_Report.pdf

[http://www.adam-europe.eu/prj/10002/prd/10/1/D.6.4.1\\_Final\\_Research\\_Report.pdf](http://www.adam-europe.eu/prj/10002/prd/10/1/D.6.4.1_Final_Research_Report.pdf)  
Final Research Report

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## Product 'National Networking Platforms'

Title: National Networking Platforms

Product Type: others

Marketing Text: As a central exploitation activity each Networking partner were responsible to establish a National Networking Platform and organise a minimum of one meeting of the platform in the 1st and 2nd project year.

The aims of each of the National Networkings Platform are

- to exchange with the most important stakeholder groups
- to promote European experiences and build sustainable networks with relevant stakeholders in the field
- to inform regional and national stakeholders about the progress of the project
- to raise awareness for the project and disseminate its results on a national level

Description:

Target group:

Result:

Area of application:

Homepage:

Product Languages: Spanish  
Romanian  
Slovak  
English  
Croatian  
Czech  
Italian  
Portuguese  
French  
German

## Product 'National Dissemination Events'

Title: National Dissemination Events

Product Type: others

Marketing Text: Each Networking partner organised a National Dissemination Event and invite VET providers, decision-makers and end users.

Description:

Target group:

Result:

Area of application:

Homepage:

Product Languages: Spanish  
Romanian  
Slovak  
Italian  
Portuguese  
German  
French  
English  
Danish  
Czech  
Croatian

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## Product 'Final European Conference'

Title: Final European Conference

Product Type: others

Marketing Text: The Final European conference provided an opportunity to showcase the developments within the networking organisations, present the major products of the project and the results of the final research report. The European Conference provided Open Space time for further discussion and Networking. The Conference marked the launch for an on-going European network and the Online Knowledge Center.

Description:

Target group:

Result:

Area of application:

Homepage: <http://www.personcentredplanning.info/index.php/knowledge-home/156-koc/the-new-paths-to-inclusion-network/the-final-conference>

Product Languages: English

## Product 'Progress Report'

Title: Progress Report

Product Type: others

Marketing Text: The Progress Report provides an insight in the New Paths Network project and process of discovery and creation of new ways that services for people with disabilities are organised and the kind of personal and organisational learning is needed to effectively facilitate this process

Description:

Target group:

Result:

Area of application:

Homepage:

Product Languages: English

### product files

NPN\_PublicReport.pdf

[http://www.adam-europe.eu/prj/10002/prd/14/1/NPN\\_PublicReport.pdf](http://www.adam-europe.eu/prj/10002/prd/14/1/NPN_PublicReport.pdf)