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JANUARY 2024

GTB Sales Brochure

Grow Transform Belong CIC



About Grow Transform Belong

Grow, Transform, Belong (GTB) specialise in delivering services associated with cultural change in correctional settings. With over 20 years' experience of working within the Criminal Justice System in the UK, Dr Lewis has utilised her doctoral knowledge of relationships and culture, to assess and support the transformation of correctional environments in a unique way. Dr Lewis's approach is informed by her pioneering research in Norwegian prisons and her subsequent work establishing the Growth Project, a research-informed Project that has been found to reduce social harm (e.g., assaults, self-harm and conflict) and promote social good (e.g., compliance, growth, retention and engagement) in corrections.

Growth, as a concept, focuses on moving an organisation and its people forward, by focusing on the organisational identity, relationships and change process. It is a mechanism that achieves a rehabilitative culture and is defined as a process rather than a set of outcomes.

We feel strongly about quality, evidence-based training that is engaging, motivational and tailored to the needs of the people we serve. If there are any elements of the proposal that do not quite work for you, please contact us as we are keen to make this opportunity as meaningful as possible, with sustainable outcomes.

GTB aims to deliver our approaches in prison, to help address:

- Staff Retention
- Enhance Staff Wellbeing
- Improve relationships to increase Safety and Respect
- Develop Leaders and Managers
- As well as supporting the rehabilitation of those who live in prison, through cultural change work.

As a not for profit, we offer a range of affordable services to help prisons with creating a rehabilitative culture. We have tried and tested methods, which have had a significant impact (see attached the programs we currently offer) in these difficult times. Creating the right rehabilitative culture is a key priority for HMPPS.



Our unique team

Our team has a wealth of experience within correctional practice. Our team has over 55 years combined of working and researching in correctional settings and specialises in correctional relationships. Our core team comprise of former Probation, Police and Prison professionals, as well as people with lived experience of prison, probation and academics. In addition to this, GTB have over 20 freelance consultants with extensive experience and knowledge, located in Europe and the US. Together we are strong, diverse force, with a rich, collective perspective on correctional practice.

Our Core Training Team



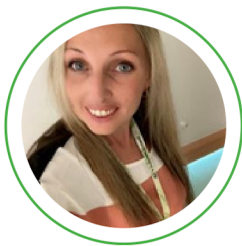
Dr Sarah Lewis
DIRECTOR



Carianne Burr
HEAD OF PEOPLE



Dan Reynolds
PRISON LEAD- SENIOR
CONSULTANT



Justine Best
RESEARCH
CONSULTANT



Emma Hands
RESEARCH
CONSULTANT



Sid Singh
SENIOR FREELANCE
CONSULTANT



Kam Stevens
SENIOR FREELANCE
CONSULTANT

Mission and Vision

Grow Transform Belong offers a range of services to transform organisational culture in prisons, probation and correctional services. We facilitate organisational growth through research informed, bespoke projects that are inclusive and progressive.

We feel passionately about supporting organisations and creating a safe environment where everyone can grow, to ultimately reduce social harm within prisons and wider communities.

Mission

To revolutionise the Criminal Justice System, providing an effective and sustainable response to crime by changing the conversation around punishment.

Vision

We aim to reduce social harm and promote social good, for all because people matter.



Leaders Development Training

Growth Supervision for Leaders: 6 Sessions

Was **£1,500** Now **£1,200**

- Well-being check-in
- Actions from previous session
- Workload Management and Projects
- Opportunities and Obstacles for growth
- Celebrating Victories
- Focus on Gratitude and learning
- Understanding You
- Reflecting on Relationships
- Advice and Guidance
- Hopes and Aspirations

Middle Managers Training: 2 Days

Was **£2,200** Now **£1,800**

- Growth Culture and Professional Working Relationships
- Wellbeing and Vulnerability
- Leadership
- Skills Practices

Leadership Program: 2 Weeks

Was **£11,000** Now **£9,000**

- Relationships in prison, Communication Styles and Staff Wellbeing
- Core Correctional Practice and Effective Practice in Prison
- Reflective Practice
- Assessment Skills and Risk Management Skills
- Pro-social Modelling
- Skills Practice with scenarios
- Working with complex needs and Managing conflict
- Offender Management, Rehabilitation and Desistance
- Preventing and managing harm, Self-harm and prisoner wellbeing
- Vital conversations that support change and Motivational Interviewing
- Rehabilitative Culture, Rehabilitative Security and Procedural Justice (PJ)
- Prison Leadership and Managing People to support professional growth
- Effective prison management and Effective Communities
- Course Assessment

Professional Practice Training

Professional Relationship Training: 1 Day

Was **£1,100** Now **£900**

- Gaining a greater knowledge of climates of growth.
- Highlighting that a rehabilitative climate is difficult to achieve.
- Exploring the challenges associated with rehabilitative relationships.
- and how these might be overcome.
- To outline the dynamic model of therapeutic correctional relationships.
- To introduce ruptures and recovering from relational ruptures.

Wellbeing Training: 1 Day

Was **£1,100** Now **£900**

- Trauma informed approaches
- Vicarious Trauma
- Stress management
- Coping strategies that can help

Growth Passport: 3 Days

Was **£3,300** Now **£2,700**

- Relationship Theory, Trust, Ruptures and Diversity
- Trauma and Post Traumatic Growth
- Growth Philosophy and Capturing Growth
- Team Building and Group Dynamics
- Collective Vision, Responsibility and Values
- Reflection and Feedback
- Accountability, Safeguarding, Boundaries and Confidentiality
- Pro social Modelling, Fairness and Procedural Justice
- Communication styles, Listening, Managing conflict and vital conversations

Peer Led Professional Training

Mental Health Wellbeing Programme

A peer-led mental wellbeing programme for people in prison.

Platinum Package: 12 Months

Was **£35,200** Now **£28,800**

- Onsite Growth Tutor Training (3 days with two specialised trainers)
- Off site support for Tutors and Staff at the implementation stage
- Materials for the Programme
- Off Site Support throughout the Program Delivery Process
- Post-training Review
- Refresher days
- Reflective sessions
- Post-Implementation Review

Gold Package: 6 Months

Was **£22,000** Now **£18,000**

- Onsite Growth Tutor Training (3 days with two specialised trainers)
- Off site support for Tutors and Staff at the implementation stage
- Materials for the Programme
- Off Site Support throughout the Programme Delivery Process
- Post-Training Review
- Refresher day
- Post-Implementation Review

Silver: 3 Months

Was **£13,200** Now **£10,800**

- Onsite Growth Tutor Training (3 days with two specialised trainers)
- Off Site support for Tutors and Staff at the implementation stage
- Materials for the Programme
- Off Site Support throughout the Programme Delivery Process
- Post-Training Review

Bronze: 3 Days

Was **£3,300** Now **£2,700**

- Onsite Growth Tutor Training (3 days with two specialised trainers) for facilitators and staff lead.
- Materials for the programme

Previous Clients and Testimonials

"We have learned a lot and we will try to apply it to our work. Your method of lectures was very special and your style has a beautiful meaning. I hope we will meet again in the future. All respect and appreciation."

Prison Leader in Abu Dhabi, during the National roll out of leadership training in the Emirates.

"It certainly made me think in a different way, as it all too easy to put prisoners in the same box. I am really thinking a lot more and listening to the men's needs."

A member of HMP Staff- England

"Very thought provoking training. I have re-evaluated my interactions and relationships with colleagues and ers and think about my core values."

Offender Manager- England

"What wonderful work! I want to say a special thank you beyond the monetary value of your assignment!"

Council of Europe Project Lead, regarding Training in Albanian prisons

"I believe that Dr Lewis' work was intrinsic to our successful improvement and was an impressive balance of rigorous academic research and dedicated and enthusiastic engagement with residents"

Prison Governor, England



For enquiries contact us:

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