

Outline of 2016 Groupwork Solutions Workshops

For more information about hosting any of these workshops in your local area, please contact Andrew King at info@groupworksolutions.com.au or on 0437 546 560.

Resilience based and group work training workshops

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Focusing on resilience – Working with clients (1 or 2-days)

This workshop is provided in a 1 or 2 –day format.

Resilience is the ability to stand strong in the face of adversity. This workshop explores the use of resilience-based practice tools, exercises and resources. Resilience, mindfulness and strengths based ways of working allow us to arrive at respectful solutions to challenging situations in all aspects of life and group work. Using resilience based tools and techniques we will explore some of the principles of resilience-based work, discuss ways you might use it in your group work and discover ways to build strengths into your practice.

Participants will:

Day 1

- develop an understanding of the principle of resilience based ways of working
- supporting people coping in adverse situation and enhancing resilience
- familiarise themselves with some of the tools and techniques used in resilience enhancement
- using the three trauma informed practice principles to support recovery
- use of mindfulness as a tool for enhancing resilience
- overview of response based approaches to change
- the use of Protective Factors Cards with clients and as an assessment tool
- understand the shift from restrictive to enabling solutions.

Day 2

- apply the use of Impact Therapy in building resilience
- practice mindfulness as a tool for enhancing resilience
- practice a range of exercises to enhance protective factors in families and resilience
- practice response based approaches to change
- consider the implications of resilience based ways of working for their practice.

Who is this course for?

Anyone seeking to gain an understanding of resilience-based practice ideas.

Therapeutic educational group work (2-day)

This 2-day workshop explores a new blend in group work called the therapeutic-educational group. Therapeutic-educational groups provide an opportunity for the participants to learn and practice relationship skills immediately within the environment of the group. Group work has developed with separate traditions for therapeutic or educational group work. This workshop explores a combination of two traditions into the same group program. This combination has the advantage for developing new skills and ideas (the educational group session) while participants explore personal issues and challenges that affect the individual's life when putting these skills into practice (counselling or support group). This combination is called therapeutic/educational group work.

Participants will:

- understand how blended group work program designs are implemented
- explore the skills and challenges in facilitating open discussion groups and therapeutic support groups
- examine how the model can be implemented in their context.

Who is this course for?

Experienced group leaders interested in using a blended therapeutic/ educational design for group work.

Working with resistance in group work Workshop (1-day)

The workshop develops the necessary skills for group leaders to work effectively with resistance when seen in a group setting. The training covers the principles of using trauma informed group work techniques and tools, changing group dynamics, increased understanding of motivational group work models for change and the use of practical creative exercises. It also includes a focus on Impact Therapy and how it is used in group work to maximize multi-sensory, motivational, marketing and the use of psychological tools and maps to improve outcomes.

The workshop outcomes are:

- Increased knowledge of the different types of resistance that can be exhibited in a group
- Explore the use of advanced group facilitation skills
- Increased confidence to run a group with members with differing mind sets
- Increased use of multi-sensory tools to increase motivation and support change
- Increased skills on how to address resistance within a group setting through the development of resilience and a persons' responses to challenging situations
- Increased confidence to effectively engage with resistant parents.

Train the trainer - Tools for change doing creative team building Workshop (1-day)

The 1-day workshop develops the necessary skills for group leaders to facilitate creative team building. The training covers the principles of using creative group work techniques and tools. The focus includes changing group dynamics, increased understanding of motivational group work models for change and the use of practical creative exercises. Effective leadership is a powerful phenomenon that uses a group leader's own self confidence and belief systems. This workshop explores the belief systems and interpersonal communication needed by leaders to create vision, hope and a common purpose that unites the energy of the group members.

Participants will:

- explore the use of advanced group facilitation skills
- practice using a series of tools and processes that enable participants to be a change agent in their own team or community
- identify and practice the key skills used in facilitating creative group work
- use experiential learning and creative adult education principles
- identify ways that work teams or groups fail to warm up to achieve their purpose and ways to overcome these obstacles
- tools for being a team coach or mentor *
- respond to group dynamics and how to promote individual and group change.

* “Globally, trends for the future development of coaching involve focusing on teams instead of focusing on the individual. If the whole team focuses on learning and coaching together, they learn and grow together”. *David Clutterbuck - What’s happening globally in coaching and mentoring? Positive 2012 Conference - Wollongong.*

Tools for change using creative group work (1-day)

The workshop develops the necessary skills for group leaders to facilitate creative group work. The training covers the principles of using creative group work techniques and tools. The focus includes changing group dynamics, increased understanding of motivational group work models for change and the use of practical creative exercises. Participants are encouraged to have completed basic group work and have some experience in running structured or less structured group work programs.

Participants will:

- explore the use of advanced group facilitation skills
- identify and practice the key skills used in facilitating creative group work
- use experiential learning and creative adult education principles
- identify ways that work teams or groups fail to warm up to achieving their purpose
- respond to group dynamics and how to promote individual and group change
- practice strengths based group work.

Effective Group Leadership with vulnerable communities workshop (2-days)

The 2-day workshop develops the necessary skills for group leaders to facilitate group work with participants who have experienced past trauma. The training covers the principles of using trauma informed group work techniques and tools, changing group dynamics, increased understanding of motivational group work models for change and the use of practical creative exercises. It also includes a focus on Impact Therapy and how it is used in group work to maximize multi-sensory, motivational, marketing and the use of psychological tools and maps to improve outcomes.

Effective leadership is a powerful phenomenon that uses a group leader's own self confidence and belief systems. This workshop explores the belief systems and interpersonal communication needed by leaders to create vision, hope and a common purpose that unites the energy of the group members. The group leader's subtle body language and self-presentation skills will be explored as they will impact on ultimate achievement of group members' goals. Participants are encouraged to have completed basic group work and have some experience in running structured or less structured group work programs.

Participants will:

- explore the use of group facilitation skills
- identify and practice the key skills used in facilitating group work when people have experienced trauma
- use experiential learning and creative adult education principles
- use of multi-sensory tools to increase motivation and support change
- identify ways that work teams or groups fail to warm up to achieve their purpose
- respond to group dynamics and how to promote individual and group change
- practice strengths based group work when responding to existing trauma flexibility in leadership roles
- key tasks/attitudinal responses that leaders attend to in the group
- self-presentation as a leader
- development of your group leadership presence.

Development and evaluation of group work programs (1-day)

This workshop explores best practice in group work program development and use of quality evaluation tools. It allows participants to create their own 'roadmap' to review their own programs, create a direction for its' future development and obtain external feedback. There is an opportunity to examine the flow of exercises being used and also time to reflect on the protocols required to ensure the reliability of the program. Participants in this workshop are encouraged to bring along examples of the group work and evaluation tools they have developed for their target group. The workshop uses the Institute of Group Leaders (IGL) Program Endorsement standards as a benchmark. The IGL standards require that programs:

- Use an explicit model of change

- Identify who should facilitate the program
- Identify what participants should attend this program
- State the program's length, frequency, intensity and environment
- Use appropriate and balanced selection of interventions and exercises
- Achieve program integrity through the clear use of sound concepts
- Use on-going monitoring and evaluation as part of the program
- Provide evidence of regular program review and refinement

This workshop achieves the following outcomes:

- Develop a 'roadmap' for an actual or hypothetical group work program they wish to develop.
- Clarify what type of group work specialisation is being used in the program and identify how this impacts on who can facilitate it and the level of supervision they require.
- Review a framework for the documentation of the above program.
- Identify gaps they need to address for the development of the program.
- Review processes and exercise being used in the program.
- Review some common group work principles that are required in most programs.
- Revise the evaluation tools being used in the program and how they can be improved.

Developing your presence as a group leader (1-day)

Effective leadership is a powerful phenomenon that uses a group leader's own self confidence and belief systems. This workshop explores the belief systems and interpersonal communication needed by leaders to create vision, hope and a common purpose that unites the energy of the group members. The group leader's subtle body language and self-presentation skills will be explored as they will impact on ultimate achievement of group members' goals.

The workshop will discuss the following issues:

- Flexibility in leadership roles
- Key tasks/attitudinal responses that leaders attend to in the group
- Self-presentation as a leader
- Development of group leadership presence
- Feedback about own presentation as a group leader

Group dynamics and change (1-day)

This workshop draws on theory and skills that group leaders can use to deal with the undercurrents experienced in groups. Dynamics are often a powerful force that either stops or supports the outcomes of a group being achieved.

These dynamics, forbidden agendas or invisible loyalties often prevent group members from behaving constructively. They are either formed throughout the life of the group, or emerge from issues in the past or arise outside the group.

Participants will:

- explore models for working with group dynamics
- identify ways that work teams or groups fail to warm up to achieving their purpose
- practice skills used to deal with issues in the here-and-now
- use of social choices to understand group connections

Using sculpture in group work and other action methods (1-day)

This workshop explores the power and capacity of human sculpture as an everyday learning technique that has significant power, yet is relatively safe. Sculpture is a frozen role-play. It plans to capture a moment in time where a small set of actions and words are highlighted to understand what has occurred. It is a valuable tool since it captures only one moment and can aid the closer inspection of the issues/feelings and responses that occur. Sculpture is based on creating a set of frozen images that emphasise a mixture of body language and simple verbal expression.

This workshop explores the power of action methods and how they can be used to generate new insights and change for group participants. Sculpture and other action methods are used in all forms of group work such as:

- visioning in task/work groups
- educational groups
- training groups
- personal growth and emotional support groups

Engaging young people in group work (2-day)

Bigger, faster, stronger, sometimes grumpier...crash!

Fun, exhausting, inspiring and challenging

This workshop explores the skills, attitudes, ways of thinking and practical strategies needed to run/facilitate groups with teenagers who are being challenging and difficult. It can often be kind of tough facilitating groups that tackle awkward/sensitive topics in natural and inviting ways. So this workshop will explore and practice strategies and skills that are more likely to lead to respectful engagement and strong engagement with young people.

This is what is covered:

- Experience 20 + activities
- How to plan a group 'on the run' with very little time
- How to work with young people who may seemingly, be grumpy, scared, angry, bored, don't want to talk and/or just don't want to be there
- How to create strategies for the verbal and the not-so verbal, including drawing, theatre-based action-based, physical movement oh and yes...thinking and talking...

- Embedding 'learning' within activities
- Blending process and content
- Managing the 'difficult' stuff
- Rules without rules
- Being surprising and unexpected
- Groups not as rehearsal for change/growth, but as a real experience of change/growth/development.

Enhancing your group leadership – The experiential course (3-day)

This experiential group work training course explores the use of here-and-now group processes that increase participant's understanding of group work skills. Participants have the opportunity to work on personal and professional issues that optimise their own group leadership skills and potential. The program involves a blend of experiential sessions, observation and feedback sessions and group work practice and teaching sessions. The workshop is for people who facilitate, or who plan to run, work/task, psychoeducational, emotional support and group counselling programs.

Each day rotates between segments that involve a combination of experiential group sessions, reflection on the emerging group process and discussion of group work practice integrates a better understanding and use of group work theory and practice. By attending this course, participants choose to use the group process to develop professional and personal issues. Each participant receives an extensive group work training book.

The workshop focuses on:

- experiencing and being part of a dynamic group
- improving observation skills
- understanding the use of Impact Therapy in group work situations
- the practice of Impact Therapy in group work
- practicing giving and receiving feedback about personal/professional goals
- improved ability to work in here-and-now group work
- enhanced understanding of group dynamics and using processes.

What is Impact Therapy? (Jacobs, 2013)

Impact Therapy is a brief form of therapy that draws from existing theories such as Rational Emotive Therapy, Transactional Analysis and Gestalt. It's use is compatible with systems theory, Adlerian counselling, Reality Therapy and most other theories. Impact Therapy is action and insight oriented and often resolution oriented. It emphasizes helping the client as much as possible in each session. The therapist is always trying to get to the core of the problem by cutting off unnecessary details, irrelevant stories, and unfocused discussions.

Working with vulnerable service users in group work (1-day)

This workshop explores the challenge of developing group work programs that work effectively with the challenging issues experienced in vulnerable communities. Often programs work best when they cater for a variety of learning styles and address multiple issues in appropriate ways and with various target groups. Group work programs may involve (Association for Specialists in Group Work Specialisations):

- Work task groups (such as playgroups)
- Psychoeducational groups (i.e. parenting groups)
- Counselling groups (i.e. emotional support groups)

Effective group work programs respond creatively to the following characteristics experienced within vulnerable service users' lives (O'Brien, 1991). Vulnerable group members are described as having:

- Lack of basic trust
- Negative experiences in traditional learning situations
- Cognitively some parents have difficulty conceptualising
- Deprived Childhood experiences
- Low self esteem
- Powerlessness
- Pessimism
- Isolation
- Crisis - ridden lifestyles
- Lack of experience in group situations
- Difficulty in implementing techniques described.

Outcomes for the workshop:

1. Review challenges for working with vulnerable communities
2. Identify best practice group work standards
3. Explore ways to respond creatively to the challenges experienced within vulnerable service users' lives
4. Reflect on own context
5. Develop an action plan to develop groups in your own communities.

The Power of Apology Workshop (2-days)

Relationship Education and Therapeutic Group Work frequently focuses on developing communication and conflict management skills. But as Group Facilitators, we have often had limited training to enable participants to experience healing in their ongoing relationships, when core attitudes and actions of their loved ones cut into their souls and deeply wound them. This workshop is a meaningful and personally enriching one, created for YOU, the Facilitator! Heather will guide you on your own personal exploratory journey so that by the end of the day you will be equipped to utilise these powerful exercises with your group work participants. Two concepts will be discussed to help us discover where our hurts may be coming from. "Soul Wounds" are a way to describe how situations hook into childhood scars or beliefs and we will look at these intense, often unexpected and idiosyncratic reactions in terms of "Emotional Allergies".

Forgiveness and making sincere apologies are an essential ingredient in intimate, casual and professional relationships. "Sorry" certainly DOES seem to be the hardest word! But often the "sorry" seems to inflame rather than resolve the issue. A major reason is that we are speaking an apology language that does not seem genuine or sufficient to the offended party. These five languages of Apology - Expressing Regret, Accepting Responsibility, Making Restitution, Genuine repentance and Requesting forgiveness will be explored and experimented with. Participants will have the opportunity to discover their Language of Apology and work out ways of calibrating their apology so that it is effectively received.

To fully experience the power of genuine apology and forgiveness, a plan and process of forgiveness will be presented to enable those hard, ongoing conflicts and deep hurts to be finally put to rest.

Working with the potential for violence Workshop (1-day)

This workshop looks at a variety of practical, common sense principles for the prevention and diffusion of violence against community welfare workers in a variety of community based settings. While it is clear that organisations must confront, understand and do all they can to prevent violence and its consequences, it is inevitable that community welfare professionals will often have to deal with situations where violence is a possibility or a fact.

The workshop will explore:

- The high cost of caring
- Assessing conflict situations
- Ways to diffuse conflict situations in the workplace
- Strategies to promote worker safety in community services
- Crisis communication strategies
- Supporting the helper

Building Resilient Workers Workshop (1-day)

Resilience has been described as the capacity to adapt well in the face of adversity and to 'bounce back' from difficult experiences including significant sources of stress. In the face of the specific challenges for people in the helping professions, there is growing recognition of the need for workers to develop skills and practices that enhance well-being. There is also a growing realization that organizations have a responsibility to support staff by ensuring healthy workplace cultures and practices.

Building Resilient Workers aims to strengthen workers by building their understanding of the potential impact of working in the helping professions, and inviting participants to explore self-care and workplace practices known to increase personal and professional resilience.

The workshop outcomes are:

- Learn about the key concepts of workplace stress, burnout, secondary/vicarious trauma and compassion fatigue
- Understand the concepts of Resilience and Self-Care and their importance as a competency for those in the helping professions
- Assess individual feelings, behaviours and signals of stress
- Explore strategies for building resilience and self-care in the workplace
- Explore specific strategies that are proven to enhance resilience and wellbeing at a personal level
- Identify your work place needs
- Develop a professional self-care plan.

Engaging men in family based programs (1-day)

This workshop allows workers, organisations or networks of services to provide more effective programs to men and families. The workshop will explore the importance of the fathers' role in family services and how programs can engage and support this opportunity. This popular workshop allows participants to review strengths based ways to engage men using a child centred approach. It is full of practical tools, tips and links to resources that will significantly add to practice outcomes.

The workshop focuses on:

- understanding what men might want when accessing community services
- using strengths based approaches when working with men
- engaging men in child protection issues and family based programs
- exploring skills used to work with men in a non-threatening way and modelling effective, respectful and inclusive communication when working with men
- practicing a range of tools
- working with fathers to increase their engagement in their children's lives
- engaging fathers using the father inclusive practice and the generative framework
- effective ways for female workers to work with men.

Working with separated fathers (1-day)

This workshop explores cooperative ways to engage and work with separated fathers and strengthen their family relationship connections. A child focused approach is used to work with men through various stages of their involvement when accessing community welfare/health services or Family Relationship Centres.

The stages men experience can include initial reactions that seem urgent, immediate, active, erratic, pushy, demanding, and power seeking. These behaviours can be channelled into either help seeking behaviour or power seeking behaviours. The workshop will emphasise respectful responses men can use when coping with new challenges and things they can do for themselves and their children. It will identify strategies for separated fathers to reach a new awareness of their true potential in supporting their children through challenging times.

The workshop will explore the shift that occurs for separated fathers, when they maintain their integrity through difficult times and their behaviours reflect their obligations, responsibility, integrity, pride, and adjustment to the changed situation.

Working with men's responses to conflict and domestic violence (1-day)

This workshop explores key skills for working effectively with men's responses to conflict situations using a child centre approach. It explores practical ways workers can respond when working with men who experience high levels of conflict or use violence in family relationships. Responses are powerful and active ways to work with men and change.

Resistance is often seen as a negative response of avoidance that occurs between workers and clients in individual counselling or group work situations. However, resistance can also provide another more valuable and affirming perspective when used within strength based approaches. Dignity is the capacity for someone to care adequately for others and resistance to high level conflict situations occur as people preserve their own or some other person's dignity.

This workshop explores skills and exercises used in conflict resolution that value resistance that maintains basic dignity and responses to conflict that build insight, responsibility and change. It builds upon the experience of participants and introduces a range of practical tools that can be used with clients in a variety of settings. It focuses on:

- the use of the domestic violence framework
- using the generative approach to working with men and conflict/ family violence issues
- using a child centred approach to support change
- ways to focus on respectful relationship skills
- differences between anger management and family violence work
- supporting men to access additional services

- using response based approaches to create insight, responsibility and greater safety
- tools and exercises to use when working with men to enable them to better regulate conflict issues.

Engaging culturally diverse men in family based programs (1-day)

This workshop allows workers, organisations or networks of services to provide more effective programs to culturally diverse men and families. The workshop will explore the importance of the fathers' role in family services and how programs can engage and support this opportunity. The workshop will primarily focus on refugee family experiences.

The workshop focuses on:

- understanding what culturally diverse fathers might want when accessing community services
- using strengths based approaches when working with culturally diverse fathers
- engaging fathers' in child protection and family based programs
- exploring skills used to work with men in a non-threatening way and modelling effective, respectful and inclusive communication when working with fathers
- working with fathers to increase their engagement in their children's lives
- engaging fathers using the father inclusive practice and the generative framework
- effective ways for female workers to work with men.

Focusing on early fatherhood (1-day)

This workshop focuses on the challenges and joys of engaging fathers in the early years of parenting. The aim is to provide effective services for fathers and fathers to be from the experiences of pregnancy to the first year of school. The workshop will explore the developmental influence of fathers on children's lives, strategies for engaging fathers in the pre-birth and post-birth experience and provide a child focused framework for service provision to families.

The workshop focuses on but not exclusive to the following areas:

- Including fathers in ante natal services
- What are new dads thinking about and how can we facilitate a good birth experience
- Fatherhood post natal depression
- Neurological and developmental benefits of involved fathers
- Managing relationship dynamics and change in early fatherhood
- Designing programs and including fathers in kindergarten and pre-school settings
- Attachment and circle of security for fathers
- Equipping fathers for the journey.

Group work with men (1,2 or 3 day)

This 1, 2 or 3 day workshop course is for existing group leaders who want to improve their use of structured/ open discussion group work with male service users. The emphasis will be on developing a practical framework so that a range of aspects of group work are successfully managed, including the planning and setting up of groups.

Group leadership issues explored:

- common responses to group work for men
- rationale of group work group planning and development
- group planning and promotion
- stages of group development
- leadership in groups and group process
- managing issues in the group.

Father Inclusive Practice (FIP) Planning Process (2-days)

The of a 2-day process involves the combination of a psychoeducational workshop with a team/organisation planning process. Please see the following link for more information - <http://groupworksolutions.com.au/FatherInclusivePractice>.

Day 1: Engaging men in family based programs (1-day)

This workshop allows workers, organisations or networks of services to provide more effective programs to men and families. The workshop will explore the importance of the fathers' role in family services and how programs can engage and support this opportunity.

Day 2: Facilitation of Father-Inclusive Practice planning workshop (1-day).

This planning workshop involves all staff reviewing how well your program/ organisation targets fathers in your community. Everyone is involved in reflecting on the initial audit reports and identifying strengths and challenges. A strengths based planning process is used to develop a basic action plan on how FIP can be further developed in the local region.

Overview of whole process

The deliverables usually involves:

- Establishment of a local FIP Planning Team.
- A teleconference to discuss the plan.
- Collection of data by the Communities for local staff.
- Development of an initial report.
- A teleconference to review the initial audit report before it is distributed to all participants to aid reflection on day 2.
- Facilitation of a two-day workshop (separate days) in your area to complete an educational workshop and discuss results from the audit, local issues for FIP, goal setting and an action plan for future directions (different people may attend different parts of the two days).
- Development of a final audit report compiled with additional information obtained from the two days and the workshop evaluation feedback.

Information about the trainers

Andrew King is a consultant trainer and program developer in group work, working with men and strengths based practice. He is a specialist trainer in group work and trains professionals throughout Australia in 'working with men'. He is also an experienced practitioner and has published a range of professional articles. Andrew's work career has involved working with teenagers who have drug and alcohol problems, young people with a mental health issues, parenting education, coordinating a large fathers' centre and managing training for professionals interested in group work or working with men.

Mohamed Dukuly works for the NSW Services for Treatment and Rehabilitation of Torture and Trauma Survivors (STARTTS). He is a Social Worker, trainer and facilitator with several years of group work experience with families and individuals from CALD background. He holds a Master Degree in Social Work, Bachelor in Education and post graduate qualifications in Social Science and Family Mediation.

Peter Slattery has worked with individuals, families and communities for over 30 years. He lives in Sydney, but works throughout Australia as well as Asia, Europe and North America. He has written 'Youth works' and produced the training DVD 'Conversations with young people', and most recently the group work resource 'THOUGHTPICS'. He strives constantly to find or develop new, exciting and ever more useful ways of helping people explore what troubles or inspires them. In this quest, he calls on anything that might be helpful; physical movement, theatre, storytelling, drawing, what might be called 'humour' and really, anything at all that might add something to this process. Peter says "what a totally challenging joy all of this is"!

Martine Langoulant is a group and training facilitator. Her work is informed by 25 years social worker experience working with families. Her experience includes case management, counselling, therapeutic groups for post-natal distress, parenting education and support groups. She currently facilitates groups for older adults adjusting to the changes of later life. Martine has a training qualification and recent experience as a TAFE teacher in community services work, and her experience in the sector led her to develop workshops on self-care aimed at health and welfare workers in the hope of supporting them to manage the particular challenges of their work. Whether running groups or training fellow workers, Martine believes in facilitating an atmosphere that invites creative activity and conversations for change.

Heather McAlpine is a Trainer and Supervisor of Relationship Educators and Counsellors, and a Couples and Family Therapist in private practice, Kiama. She is also a Consultant in Team Building, Conflict and Stress Management and Personality style for Government, NGO's and private organisations. For 8 years, Heather worked as Clinical Coordinator for Relationships Australia, Illawarra where she led the Couples Therapy team, and Relationship Education team, and was involved with training, supervision, creative seminars and the media. In 2001, Heather was awarded a Winston Churchill Fellowship to study Marriage and Family Education in the UK and US. She is a public speaker and popular presenter on topics such as 'Hot Monogamy,' "Do You Wanna Make Up?" and 'Leaping Relationship Hurdles'.

Together with her husband, John, she is the Chaircouple and Trainer Couple of Better Marriages Australia, and has been leading "Marriage Getaways" and Parenting Programs in Australia, Uganda , South Africa and India for over 27 years. In her 'spare' time Heather enjoys long distance cycling, sustained by dark chocolate!