

School of Social Work & Social Policy

Continuing Professional Development Evening Course 2018

Working with complexity in human services organisations

As professionals in health and social care settings working with individuals and groups with complex needs and multiple problems, the concept of 'complexity' may be experienced as the task of managing risk and making decisions in the face of uncertainty. Professional judgement that is balanced and supported with evidence is expected whilst our work is fraught with ambiguity and the dilemmas associated with complex cases and contexts.

This short CPD evening course will address the concept of complexity and how we work with and manage this in human service organisations, across four separate yet inter-related topic areas.

Dates: Tuesday 6th, 13th, 20th & 27th November

Venue: TRISS Seminar Room C6002, 6th Floor, Arts Block, TCD.

Time: 6.30-8.00pm



Tuesday November 6th

Working with domestic abuse as a complex 'wicked' problem

Dr Stephanie Holt, Associate Professor, School of Social Work and Social Policy, Trinity College Dublin

The protection and well-being of those who live with domestic violence and abuse continues to be a significant and complex problem, with effective and appropriate interventions difficult to establish and sustain. This session will capture the changes and innovations in the field in recent years as well as the challenges, with domestic violence now conceptualised in increasingly diverse forms. Intersectionality will be drawn upon as a framework to support our practice in reflecting on and constructing that diversity of voice and experience, including an articulation of the issues of poverty, age, disability, sexuality and ethnicity in ways that are more inclusive than earlier definitions of domestic violence and abuse.

Tuesday November 13th

Liminality & Transitions

Dr Erna O'Connor, Assistant Professor, School of Social Work and Social Policy, Trinity College Dublin

"Liminality is experienced as a psychologically powerful state when moving from one status or role in life to another....Full of risk and potential, liminality often involves a state of heightened awareness and self-realisation...."

(Simich et al 2009: 257)

For more than three decades trauma has been understood within the individualised diagnostic framework of the DSM to the neglect of psychosocial, relational and socio-cultural factors that shape lived experiences of trauma. This session examines how the concept of liminality has been used to understand the subjective experiences of loss, fear, uncertainty and disorientation in a range of traumatic situations for example following a diagnosis of serious illness; in the context of living loss experienced by carers and to portray the cultural tensions impacting on the mental health of immigrant communities. However the transition from the liminal state to a new state of wellbeing is often complex to achieve. The psychosocial processes of living through trauma and negotiation of life beyond liminality will be explored.

Simich L , Maiter S, Ochocka J (2009) From Social Liminality to Cultural negotiation: Transformative Processes in Immigrant Mental Wellbeing. *Anthropology & Medicine*; 16(3): 253-66

Tuesday November 20th

Forced marriage as a Child Protection issue

Lavina Temple & Nicole Byrne.

Based on their recent practice experience as practitioners within Tusla, The Child and Family Agency, Lavina and Nicola will discuss forced marriage as an emerging child protection issue in Ireland and will share their learning and guidance in responding to this complex issue. Drawing on a case they were involved in recently, against the backdrop of international empirical evidence and best practice, they will highlight the challenges in responding to such complexity in a system that is in ongoing growth and development yet has clear and established procedures in place.





Tuesday November 27th

Management in Complex Times: Surfing the Wave of Change

Dr Julie Byrne, Assistant Professor, School of Social Work and Social Policy, Trinity College Dublin

Change is all around us in the modern human service organisations. Developments in technology, legislation and new ways of working all create opportunities, and pressures, to change. The classic approaches to change management assume foresight and resources to unfreeze, change and refreeze our organisations. The reality for many human service organisations is that change is not a single event which can be managed with a project plan. In these complex, dynamic and turbulent times, change can feel more like a wave. Strategies, policies, processes and procedures are in a constant state of flux, requiring staff to constantly adapt. This session, for anyone managing or delivering a change, challenges our traditional views of change and its management. If change is a wave, what do we need to surf it? This session looks at change from a readiness perspective and focuses on the importance of values, team structures and meta-skills in a complex and shifting environment.

Biographies

	<p>Dr Steph Holt qualified as a social worker from the University of Ulster (Magee College, Derry) in 1991, remaining in the North of Ireland for a number of years working with children in care and in the aftercare system before returning to work in child protection and welfare in Dublin. She joined the School of Social Work & Social Policy in 2000 as a lecturer and is now Head of School and an Associate Professor in the School of Social Work and Social Policy and the course director of the Postgraduate Diploma in Child Protection and Welfare programme. Her primary research interests include children's experiences of domestic violence, child homicide and femicide and her main teaching responsibilities include child protection and welfare & domestic abuse.</p>
	<p>Dr Erna O'Connor is Assistant Professor of Social Work, Director of the Master in Social Work programme and Fieldwork Co-ordinator at the School of Social Work and Social Policy, Trinity College, Dublin. Prior to joining the university she worked as a social worker in drug treatment and HIV services and as a social worker and social work team leader in hospital-based social work. Her research interests include relationship-based practice, trauma, transnational social work, health-related social work and practice teaching and learning.</p>
	<p>Lavina Temple graduated from Trinity College BSS Social Work in 2007 and for the past 11 years has worked in our child protection system. Lavina worked for 10 years both as a Social Worker and Manager in frontline teams, most recently as Duty Team Leader in Dublin South / South East. Lavina has significant and interesting case experience in working with complexity in a context of child abuse and neglect risks, particularly with domestic violence, pre-birth child protection risks, denied child abuse, sexualised behaviour between children and culturally complex abuse concerns. Lavina has also facilitated attachment training in Tusla and engaged in a range of professional activities in this field of interest. In 2017, Lavina has taken on the role of Training and Development Officer for Tusla Dublin & Mid-Leinster with assignment to Tusla's implementation of Signs of Safety.</p>
	<p>Nicole Byrne holds a degree in Sociology and Social Policy (2010) and a Master's in Social Work (2013), both from Trinity College Dublin. Nicole has worked in the fields of youth justice, international development and child protection. Nicole has been employed by the Child and Family Agency Tusla since 2015 and as a Senior Social Work Practitioner since February 2018. Nicole has significant experience in working with complexity in child abuse and protection, with a particular focus on evidence informed practice. Areas of interest and experience include forced marriage and honour based violence, child abuse linked to cultural, spiritual and/or religious beliefs, online child sexual abuse and child exploitation, and neglect and cumulative harm.</p>



Dr. Julie Byrne is Assistant Professor (part-time) in the School of Social Work and Social Policy and the course director of Trinity's first wholly online course, the Postgraduate Diploma in Social Policy and Practice. She studied management at Dublin City University and University College Dublin before completing her PhD. at the University of Limerick, researching professional careers. Julie also has a consulting practice utilising expertise in professional learning and development, education quality assurance and human service management. She has worked with a wide range of organisations including professional bodies, regulators and higher education institutions. Her current research projects include the career transitions of newly qualified social workers, transformation trajectories in online education and the impact of electronic communications on professional practice.

Application Form

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- ❖ This short CPD evening course will address the concept of complexity and how we work with and manage this in human service organisations, across four separate yet inter-related topic areas.
- ❖ The aim of the sessions on this course is to stimulate reflection and discussion through exposure to current thinking, practice and research.
- ❖ The sessions are delivered by experienced lecturers and practitioners who teach on professional course in the School of Social Work and Social Policy
- ❖ The series is open to all professionals and managers with an interest in human services in health and social care settings

Cost:

€30 for a single session

€80 euros for an individual taking all four sessions

€60 euros for TCD practice teachers taking all four sessions

€100 euros for employers/groups sending a different person to each session

Please register and pay with PalPal for 'CPD Social Work Trinity College Dublin' to secure a place

Enquiries:

If you have a general enquiry please contact:

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Event Co-ordinators

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