EVOLVE

COURSE CATALOGUE

PROFESSIONAL DEVELOPMENT AND COMMUNITY EDUCATION TRAINING

VERSION 3

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ABOUT EVOLVE

Evolve WA is a **human development company** offering innovative professional development training services, with a special focus on mental health, workplace culture and diversity, and interpersonal relationships.

Our courses deliver **practical skills** in an **engaging, interactive format,** packed with real-world examples, tools and templates and take-home resources. Each course is delivered by subject matter experts who are **highly experienced adult educators,** who will light up the room.

TRAINING SERVICES

We have two key training services:

Public Training Calendar

A busy schedule of diverse courses held:

- face to face at our premises; or
- live online

To browse the current schedule, see: evolvewa.com.au/events

Custom Training for Organisations

All our courses are available for your group, at a venue of your choice or at our centrally-located premises, or live online.

Suitable for groups of **6 to 24 people,** courses can be **fully customised** to your group's context, needs and priorities.

Most of our courses are **one or two days** long. We can also tailor other lengths upon request. **Browse this catalogue** for topics we can offer.

EVENT SPEAKERS SERVICE

In addition to our training services, we offer a boutique event speakers service delivering genuine talent and exceptional, audience-ready presentations for corporate events, conferences, seminars and online engagements.

For further information on any of our services, including prices, see our website evolvewa.com.au or contact us on evolve@evolvewa.com.au or (08) 6117 5520.

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CATALOGUE

MENTAL HEALTH

Managing Workplace Mental Health

Gain a general understanding of mental health issues and learn how to support staff and understand the legal compliance/duty of care requirements for managers.

Mental Health and Wellbeing for Seniors

Mental health symptoms and best practice responses vary with age. Explore the mental health issues facing older people and learn how to respond effectively.

Providing Mental Health Support

Learn to recognise warning signs of mental health issues and then provide caring intervention to encourage a person to seek help for those issues.

Substance Use and Addiction

Acquire practical skills for working with people who face issues with substance use, focussing on the crucial areas of habit, addiction and behaviour change.

Suicide Prevention

Ordinary people can help reduce the risk of suicide in others. Explore preventative measures, how to talk about suicide, intervention skills and how to get help.

Understanding Depression

A majority of Australians experience some form of depression at some time in their lives. Learn what works for managing and recovering from depression.

Understanding Dissociation

Explore the nature of dissociative illnesses and acquire a stigma-free overview of causes, symptoms and treatments.

Understanding Personality Disorders

Personality disorders are one of the most misunderstood mental health conditions. Here we sort myths from facts and help empower better service provision.

Understanding Psychosis

Designed for mental health workers and others having contact with people experiencing psychotic disorders, this course teaches practical ways to provide support.

Understanding Self-Harm

This evidence-driven course demystifies self-harming behaviours and explores the diverse forms self-harm can take.

Mental Health First Aid

Mental Health First Aid Two Days

Internationally recognised two-day crisis response course and Mental Health First Aid accreditation.

Aboriginal Mental Health First Aid Two Days

Mental Health First Aid accreditation in an Aboriginal context, led by an Aboriginal trainer, this is ideal for anyone working with Aboriginal communities.

Youth Aboriginal Mental Health First Aid Two Days

Mental Health First Aid accreditation in an Aboriginal youth context, led by an Aboriginal trainer, this is ideal for anyone working with young Aboriginal people.

Youth Mental Health First Aid Two Days

Led by a youth specialist, this two-day specialist mental health first aid course is ideal for adults working with or caring for adolescents.

Mental Health First Aid - Standard Refresher Course One Day

Refresh knowledge and skills, and renew Mental Health First Aid accreditation for a further 3 years.

Resilience and Wellbeing

Building Resilience

Learn how to build resilience and proactively manage wellbeing, based on research from change management, mental health and resilience training areas.

Growth Mindset

Discover cognitive tools for reshaping self-talk and modifying thought patterns, to improve your moods, emotions, subjective experiences and quality of life.

Managing Stress and Anxiety

Strengthen your understanding of stress and explore practical ways to manage emotions, rein in worry and get anxiety to lie down and roll over.

Mindfulness

Mindfulness is a powerful tool, clinically proven to promote balance and wellbeing. Learn the foundations for establishing a daily mindfulness practice.

Positive Psychology and Resilience

Explore what's required for human flourishing and acquire a set of practical, evidence-driven tools to increase resilience and maintain psychosocial wellbeing.

COMMUNICATION + INTERPERSONAL SKILLS

Assertive Communication

Learn to communicate in an open, honest and assertive manner, and develop confidence in interpersonal situations, without being either aggressive or passive.

Better Professional Writing

Learn how to improve the quality of documents and enhance the style, impact and clarity of professional written work.

Collaboration and Conflict Resolution

The ability to work collaboratively is a fundamental skill that many of us have never been taught. Learn what it takes to work more productively as a team.

Complaint Handling and Customer Retention

Explore what it takes to retain your customers and learn how the way we handle complaints can impact the quality of services and overall organisational success.

Everyday Counselling Skills Two Days

This two-day course teaches a series of structured, discussion-based counselling tools to be used to engage and support others when required.

Gaining Gravitas Two Days

Gravitas is the ability to project confidence and authority, and gain respect from others. This unique two-day course develops gravitas in participants.

Intervention Skills: Stand Up for Justice

Knowing how to intervene in a case of danger or injustice is a core life skill. Learn practical steps a bystander can take to make a difference in the moment.

Introduction to Digital Marketing

A clear, practical introduction to digital marketing that cuts through the jargon and shows how channels connect, campaigns work, and results are measured.

Managing Challenging Personalities

Develop skills for communicating with people with a range of perspectives and behaviours, building stronger relationships and managing challenging conversations.

Persuasive Communication

Based on a psychologically informed approach, this course introduces techniques to enhance communication and be persuasive.

Professional Networking Skills

A strong network can make all the difference when seeking employment or support. Learn how to build and maintain a powerful circle of contacts and harness people power.

Sharing Your Story

This compelling course is designed to help participants harness the power of their own personal lived experience and share their story to support others.

De-escalation Skills

De-escalating Conflict and Aggression

This introductory course provides practical de-escalation tools and techniques to help prevent violence and defuse volatile situations.

Advanced De-escalation Skills

Covering specialised situations and behaviours, this course further develops skills to prevent violence and respond to aggression.

De-escalation Skills for Disability Workers

This specialist de-escalation course is for disability sector professionals, providing practical tools to help prevent violence and defuse volatile situations.

Public Speaking

Public Speaking: Introductory

Designed for beginners and those who feel nervous about public speaking, this one-day program will boost your confidence and upgrade your speaking skills.

Public Speaking: Intermediate

For those who have completed an introductory course and/or have speaking experience, this course teaches specific skills for more impactful speaking.

Public Speaking: Advanced

For those who have significant public speaking experience, this course develops specialist skills in order to convince, raise awareness or publicly advocate.

Public Speaking for Changemakers

Suited to advocates and changemakers, this course can be run over three days or six half-days and teaches how to craft a compelling message and make a difference in the world.

Mastering Ceremonies

Learn the core skills needed to successfully perform the role of MC, while developing your own personal style.

Off the Cuff: Impromptu Speaking Skills

Learn how to think on your feet and speak with confidence, making the most of unplanned public speaking opportunities.

Advocacy Skills

Certificate in Changemaking

Eight-day course in systemic advocacy. Practical skills and real-world knowledge for new, existing and potential changemakers for global justice, social change and our fragile planet.

Individual Advocacy

Acquire the skills, tools and knowledge to have a real impact when advocating for yourself or another individual.

Influencing Political Decision Makers

Develop real-world lobbying skills and learn how to influence those with political decision-making power.

Systemic Advocacy

Acquire foundation knowledge for effective systemic advocacy, which is how we improve the system to make things better for everyone, not just an individual.

DiSC® Personalised Profile and Training

DiSC® is the globally-acclaimed **personal profiling tool** used by more than one million people every year, 100,000 organisations worldwide and over 70 countries in 12 languages.

Certified DiSC® Practitioner, Eddie Stowers, will help you understand and interpret your profile and what it means in the real world.

Courses available:

Communication and People Skills with DiSC®

Engaging Clients and Stakeholders with DiSC®

Managing and Motivating Staff with DiSC®

DIVERSITY AND INCLUSION

Anti-racism in Action

Racism is one of the most harmful and complex issues of our time. Explore the critical difference between “non-racist” and “anti-racist” and learn how to make a difference.

Bullying and Harassment-free Workplaces

Learn how to prevent bullying and harassment in the workplace and respond if an incident does occur.

Code-switching

Learn about the often-exhausting labour of code-switching and how it impacts on staff performance, capacity and wellbeing at work.

Cultural Diversity and Inclusion

Explore practical ways we can be more inclusive, responsive and appropriate when working with clients or colleagues from cultures other than our own.

Disability Awareness: Access and Inclusion

Workplaces must offer equal access, equity and inclusion to all people. Learn how to move beyond compliance and create places that celebrate diverse strengths.

Diversity in Gender and Sexuality

Contemporary education about the diversity of human sexuality and gender identity as a foundation for improving the workplace environment and service provision.

Inclusive Workplaces

Workplaces that embrace diversity enjoy many benefits. Explore the concepts of intersectionality, cultural inclusion, unconscious bias and systemic advantage.

Neurodiversity in the Workplace

Practical and engaging, this course for managers will build skills in providing a supportive environment for neurodivergent people and getting the best from diverse teams.

Aboriginal Culture and Wellbeing

Aboriginal Cultural Competence

Led by an Aboriginal trainer, explore ways to make organisations and communication more welcoming, inclusive and culturally safe for Aboriginal people.

Aboriginal Mental Health Awareness

Led by an Aboriginal trainer, this course explores common mental health and wellbeing issues through an Aboriginal cultural lens.

Working Inclusively with Aboriginal Staff

Learn how to build better professional relationships with Aboriginal staff and ensure culturally appropriate management practices.

LEADERSHIP AND MANAGEMENT

Coaching Skills

Discover how to become a great workplace coach and help others to find solutions, improve skills and expand their competence.

Collaborative Leadership

Learn what it takes to become a collaborative leader and get the best from a team of people.

Debriefing Skills

Debriefing is a critical professional skill which can help us rectify issues for the future. Learn a structured and planned approach to the art of debriefing.

Develop your Emotional Intelligence

Identify and develop Emotional Intelligence skills to better manage personal relationships and help build rapport with clients and colleagues.

Difficult Conversations

This course provides a structured, proactive approach to handling difficult conversations in the workplace, while being mindful of workplace legislation.

Group Facilitation Tools

Develop skills to lead and facilitate group activities and discussions in a variety of community, professional and health settings.

Leading Others

Learn the fundamental skills of leading a team and providing others with supervision and support, while forging team synergy and a positive work environment.

Mentoring Others

Designed for mentors, this course explores a range of mentoring tools and develops skills to nurture and sustain the mentoring relationship.

On Board: Introduction to Governance

An essential introduction to governance for any new or prospective board members, along with anyone wanting to brush up on the basics.

LEADERSHIP AND MANAGEMENT cont...

Psychosocial Hazards in the Workplace

Learn how to identify, manage and address psychosocial hazards in the workplace and ensure compliance with Western Australia's WHS legislation.

Reflective Supervision

Explore the nature and benefits of reflective supervision and learn practical reflective tools to use in a range of workplace settings.

Strategic Decision Making

Explore the process of decision making and learn how to approach choices strategically and make quality decisions.

Strategic Planning Skills

This practical course provides a flexible template for creating a strategic plan, and the skills and resources to create a tailored plan for your organisation.

Strengths-based Leadership

Acquire the skills needed to apply strengths-based principles to the management of your staff and build their personal strengths and aptitudes.

Succession Planning for Staff and Boards

Prepare your organisation for the transition of key roles and handover of information with a well-planned approach to succession and processes for implementation.

Team Building Tools

Explore the practical tools available to build team synergies and foster collaboration and engagement in your team.

Dare to Lead™ - Three Days

Based on Dr. Brené Brown's research, Dare to Lead™ is an empirically-based courage building program, facilitated by Certified Dare to Lead™ facilitator, Julie Loveny.

This three-day course is suitable for everyone, not just those in formal leadership roles.

COMMUNITY SUPPORT WORKER TOOLS

Client-Centred Plans
Learn to create more effective and personalised documents to serve as a “roadmap” for an individual’s personal journey towards wellbeing.

Coercive Control and Gaslighting
Not all abuse is physical. This insightful course explores coercive control and gaslighting and empowers participants to recognise and ultimately combat them.

Co-occurring Disorders: Mental Health and Substance Use
Statistics show a complex interrelationship between mental illness and substance misuse. Explore evidence-based approaches for prevention, recovery and support.

Defensible Documentation
Learn how to improve your records, making them more effective, relevant and efficient. Includes direct practise of the skills covered, with individual feedback.

Dignity of Risk
Ensuring human dignity includes accepting a person’s right to take risks. Explore how to meet legal and safety requirements while maximising self-determination.

Domestic Violence: Recognise and Respond
Understand and recognise the signs of the many complex forms of domestic violence and acquire the skills and resources to offer support.

Dual Disability: Disability and Mental Health
Learn how mental health issues and other disabilities interact and acquire the skills needed to identify and support clients with a dual diagnosis.

Individualised Services and Person-Centred Care
Learn to provide individualised services in the health and community sectors, while balancing considerations such as duty of care and organisational requirements.

Professional Boundaries
This course explores how we can create positive, effective relationships, within appropriate legal and ethical parameters.

Psychological First Aid: Crisis Response Tools
Designed for first responders and support people, Psychological First Aid is an evidence-based set of responses to support people after an emergency or disaster.

Reflective Practice
Explore the nature and benefits of reflective practice and learn a suite of skills that can be applied in the workplace across a range of industries.

Strengths-Based Practice
Strengths-based practice focuses on building a person’s strengths and aptitudes. Improve existing skills in this area or gain important foundation knowledge.

Supporting Neurodivergence: Advanced Practice
Following on from our introductory course, explore more advanced support tools for those working with neurodivergent clients or students.

Understanding Neurodiversity
Explore neurodivergence simply as a type of human variation and look at ways we can better understand and support neurodivergent clients and stakeholders.

COMMUNITY SUPPORT WORKER TOOLS cont...

Trauma

Intergenerational Trauma

Explore the effects of intergenerational trauma and how it presents in people's lives to assist in providing more appropriate and empathetic services.

Towards Post-traumatic Growth

Grounded in research, this evidence-driven course explores the potential for leveraging positive transformation in the final stages of trauma recovery.

Trauma-Informed Practice

Gain a better understanding of the trauma experience and be equipped to provide more appropriate and empathetic services.

Vicarious Trauma

Explore the impacts of vicarious trauma, and how professionals who support survivors of traumatic events can prepare for and recover from vicarious trauma.

Therapeutic Tools for Human Services Professionals

Dialectical Behaviour Therapy (DBT) Tools

Explore the concepts behind DBT treatment and acquire a suite of practical tools for personal or client use.

Emotional Regulation Tools

Self-regulation of emotions is a process governing our responses to experiences and environment. Learn strategies for modulating responses and managing mood.

Motivational Interviewing Two Days

Based on a set of conversation tools, MI offers a pragmatic approach to change. This two-day course is suitable for those wanting to incorporate MI into their practice.

Solution-Focused Therapy

Discover the benefits of solution-focused therapy, a practical, outcome-oriented approach to counselling, applicable across diverse health and community settings.

Suicide Prevention Plans

Acquire the skills and resources to create an effective and personally meaningful suicide prevention plan to help save vulnerable lives.

OPERATIONAL SKILLS

Attracting and Managing Volunteers

Effective management is vital to attracting and retaining volunteers. This course provides tools to assist supervisors of volunteers in community organisations.

Community Consultation Tools

Community consultation is the process of involving people in decision-making. Explore the types of consultation and learn specific skills for effective use.

Cybersecurity for a Digital World

Designed for non-ITC professionals, this timely course helps those wanting to understand cybersecurity risks and protect small to medium organisations.

Grant Writing

Learn how to maximise the success of grant applications so that community organisations can continue to deliver services and achieve their objectives.

Introduction to AI

Learn how to access powerful AI tools to enhance research, strategy, communications and operational efficiency.

Introduction to Project Management

Understand the stages and techniques of the project management process and learn about the critical skills you need to plan, execute and monitor a project.

Marketing on a Shoestring

This engaging course focuses on practical skills for promoting anything, including non-tangibles such as services, events and messages.

Media Skills: Attracting Coverage

Acquire knowledge of how media works and explore the process of engaging with the media, attracting positive news coverage and managing media relations.

Risk Management Plans

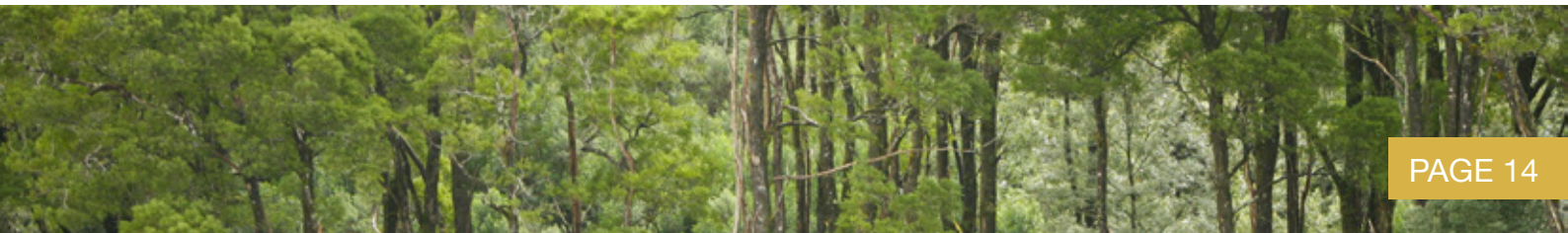
Learn to identify and assess specific risks affecting a situation and develop a plan to deal with them, either for a specific project or area or an organisation.

Successful Event Management

Developed by an award-winning event manager with decades of experience, this course explores the practical skills needed to deliver a wide range of events.

Time Management Tools

This practical course provides participants with the tools and skills to better manage their time and make the most of this precious resource.



ROOM OR ZOOM?

Our courses are available at the venue of your choice anywhere in Australia or live online via Zoom.

Alternatively, ask about hiring our centrally-located training premises for your next training with Evolve.

EVOLVE

Towards Extraordinary

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