

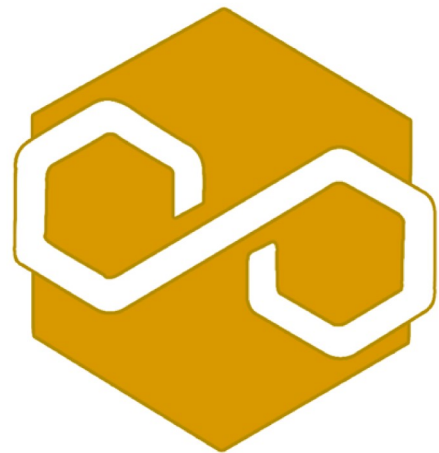
# **Hive Group UK**

**Our programmes support  
people connected to**

- **Justice**
- **Ex Military**
- **Social Care Leavers**

## **Justice**

### Steps to a fresh Start



As a condition of a Police Caution being issued.

Pre Sentencing as a commitment to change.

As part of Prison Induction.

Pre Release.

Post Release in conjunction with Probation

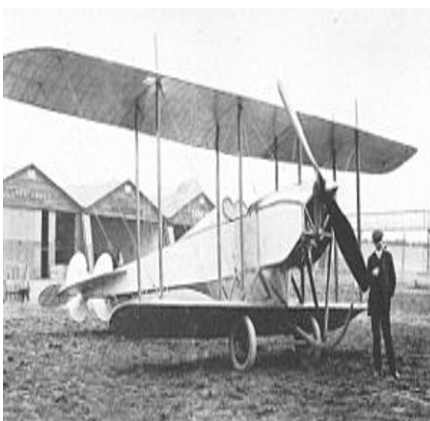
# Our Partners



**APS** Psychotherapy  
& Counselling



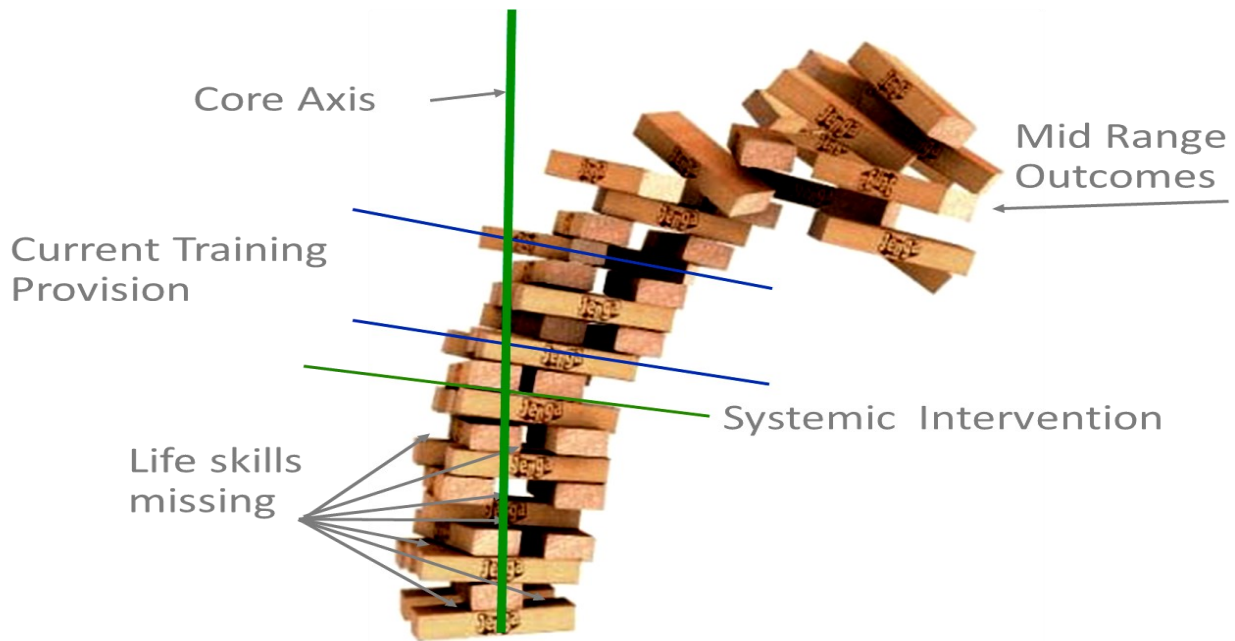
[www.hivegroupuk.co.uk](http://www.hivegroupuk.co.uk)



Nothing  
Improves by  
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same

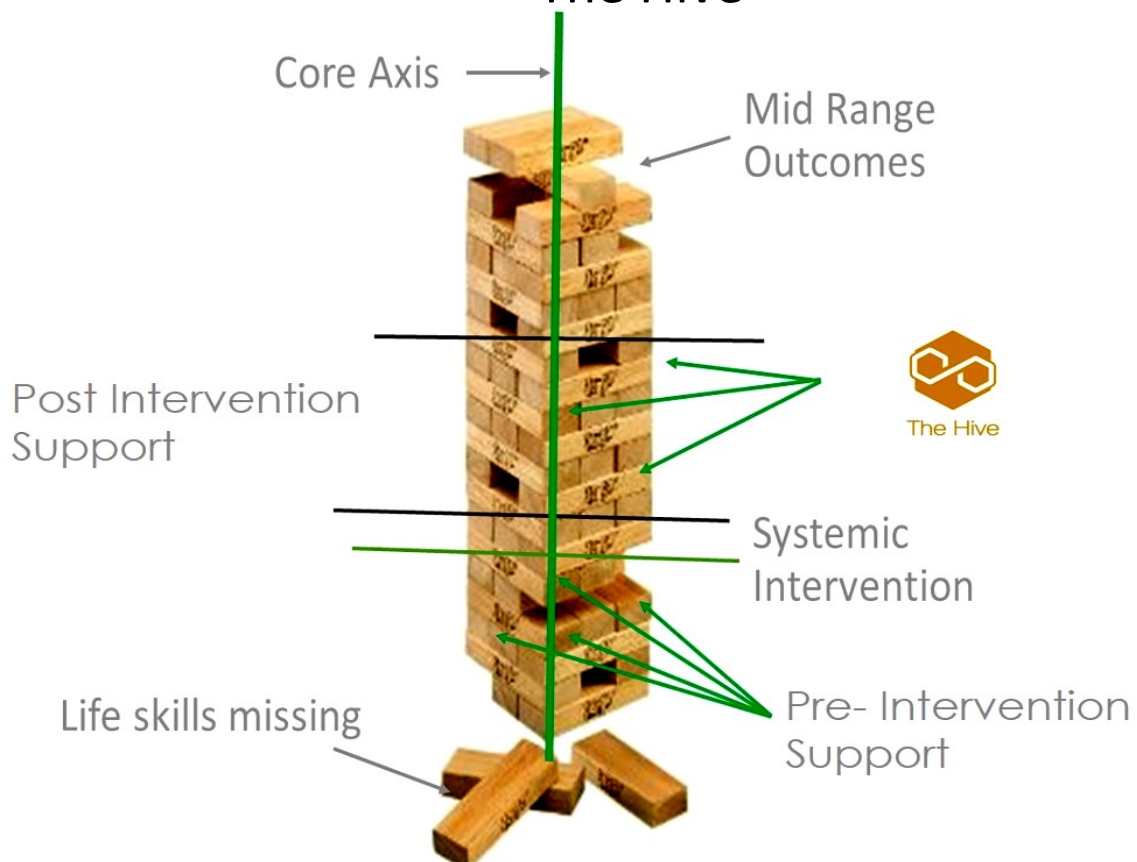


## The current structure for those in Social Care or from disadvantaged backgrounds



## The future for those in Social Care or from disadvantaged backgrounds with support from

### The Hive



Improving Knowledge, Confidence, & Communication



## Who Are We?

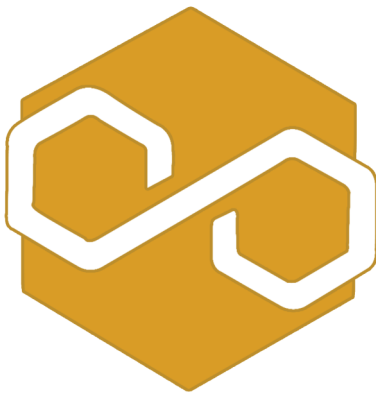
The first coaching based training provider to bring young people and professionals together to develop core skills that deliver life long habits of positive communication and decision making.

Consisting of Social Care professionals, coaches, training professionals and employability specialists.

We have the experience, knowledge and understanding to **make a real difference to disadvantaged people**, and to those in, and connected to Social Care & Justice Sectors in the UK.

Combining **exceptional coaching and effective training**, we are able to deliver core skills that many take for granted. Skills that make life **easier** and **increase genuine employment options**.





# Why Us?

Unlocking Potential  
is what we do

The Hive offers a range of seminars, workshops, training courses and coaching services that support various disadvantaged groups and those at risk of becoming disadvantaged.

To give young people and professionals the opportunity to redirect their focus, we believe a new approach is required.

The current process of loading knowledge on to young people is not working for the vast majority. Understanding what is missing and restoring it, will allow more people to develop their own positive habits.

We have developed a collection of training programs aimed at providing core skills to those in disadvantaged groups to improve confidence, drive, ambition and to change the thought processes to creating a different and better future.

# **Why is Steps to Success different?**

## **The Highlights**

Neuro-Diversity Screening & Support  
Fit for Work Assessment  
Core Skills & Independent Living Skills  
Gambling Awareness  
Workplace Appraisal  
Industry desired Certifications  
Fire Safety & First Aid Training as Standard

Steps to Success delivers a comprehensive and innovative package that gives individuals and professionals effective tools to reduce risks of reoffending.

The Hive group UK acknowledges that for many people the path to the justice sector is filled with circumstances that they think were unavoidable. A chain of events, grown from a need to survive in their given situation.

The Hive understands that for many people, especially those under 25, there can be some key elements that are clearly weakened in those that become connected to the justice system. We know that when training is given to people without these key elements being developed, the long term outcomes are not as successful.

By developing a persons core skills they are able to make positive decisions that lead to long term successes. The Steps to Success program gives individuals a genuinely powerful opportunity to realign the focus and direction they want to take post release.

Research frequently finds that young people connected to the justice sector display some generic behaviours. Poor interaction skills, reactive personalities, inability or depleted ability to positively, and or effectively plan, poor financial discipline, reduced capacity to build positive networks. This is often compounded by low levels of educational attainment by the time of their 2nd 'psychological lockdown' which usually takes place around 14 years of age.

The best outcomes are created when the ability to positively impact these behaviours are addressed. A positive relationship that addresses these elements is introduced to an individual and their level of engagement increases and the behaviours improve. This leads to positive interactions leading to improved confidence and a positive focus.

By using the Steps to Success program, individuals complete a full process that supports them to develop their own sense of responsibility, self respect, self control, whilst developing the skills that will increase their future employability, increase financial stability, reduce stress, creating a more balanced outlook and psychological well being.

We advise that this programme is delivered over consecutive days and linked to additional skills learning.

# The Steps to Success

## STEP 1

### Four Pillars of Life:

Effective Interactions  
Planning  
When Things Go Wrong  
Team Focus

### Supporting Elements:

Workplace Impairment Assessment  
Neuro-Diversity Assessment  
Gambling Awareness  
Workplace Appraisal Process  
Personal Presentation

## STEP 2

### Statutory Certificates:

Fire Safety  
First Aid  
+ 3 Industry Specific Certificates

### Industry Specific Focus:

Service Based Interactions, Team Focus,  
Planning, Complaint Handling, Marketing  
& Branding Awareness, Revenue  
Generating Environments

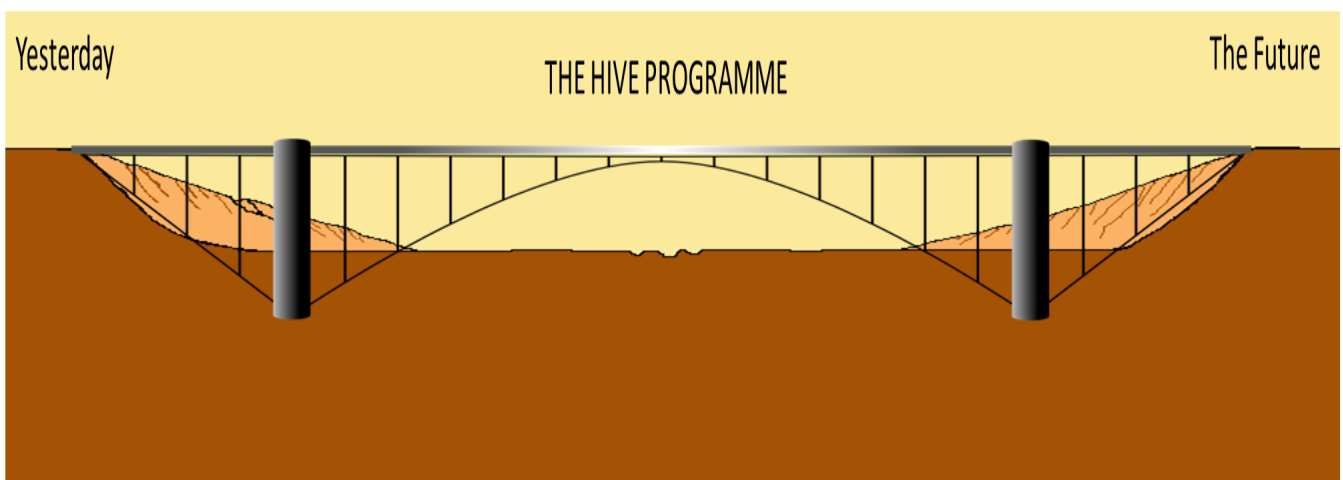
## STEP 3

### Personal Progress Plans

**Plan A - Aspirations**  
**Plan B - Back Up**  
**Plan C - Crisis**

### Personal Responsibility Agreements:

Includes agreements with Family, Friends,  
Professionals and State Stake Holders.



## Change it. Don't just Reframe it

As we all know, change of any kind can be difficult. Where a change affects large numbers of people it can be especially daunting, so much so, that we naturally find a way to limit or even reduce the impact of the change, preferring the status quo.

We don't like, want, understand or even care for the change. We convince ourselves that the change won't work and then find ways to prove ourselves right. Often creating the situation for the change to fail. In order for us to avoid this truth of human psychology, we simply reframe the situation and our responses to the need for change.

For decades, it has been highlighted within the Social Care & Justice Sectors that the communication and working relationships between young people, their carers and their professionals has not been as effective as it could be.

This is a prime example of a change being needed. Yet, the operational response has been to reframe the situation; spending a small fortune on training the professionals on various awareness programmes and the carers being offered situational awareness programmes. With little or no work with the young people directly around their own communication skills, the situation is therefore reframed, as the awareness levels have been increased. Thus successfully deflecting the need for change and wasting valuable finances and time.

It may seem the obvious solution is to increase the communication skills training for the professionals and let this filter through the system. We would argue against such a 1 dimensional approach as it does not support the carers or the young people to develop themselves. It only reinforces the approach of reframing and ignores the fact that for effective communication to exist and survive, all parties must have some core foundations in place. It is clear that for many young people these foundations are either missing or depleted due to their life experiences.

With ever increasing workloads, reducing funds and a depletion of experienced professionals & carers, it is more imperative than ever that there is a change in the systematic approach that allows the 3 primary players in social care to develop and maintain effective communication.

We believe that the key to ensuring that communication and working relationships, is the same for everyone, whether connected to social care or not. That key is, solid foundations and core skills. This is the lynchpin to all of our successes. By bringing young people, carers, and professionals together, to develop and nurture those core skills and give life to effective communication between all 3 groups, building trust, improving knowledge and awareness, providing young people with a skills platform from which they can engage and succeed.

The Hive exists to MAKE A CHANGE THAT MAKES A DIFFERENCE.



## Why The Hive?

The Hive, in the natural world is the most productive and successful organisational Structure. We believe that humans have a lot to benefit from adopting a Hive psychology. In a Hive, every component is connected and supportive of the other components. As each component is strengthened, the other components benefit and the Hive grows. The bigger the Hive, the more successful it becomes and the cycle of development continues.

It is ultimately this approach, that makes The Hive unique. With 2 primary psychological approaches: Cognitive Behavioural Therapies (CBT, Aron T Beck) and the Person Centred (PC, Karl Rogers) approach, underpinning The Hive's ethical base.

We have designed all our programmes to develop stronger core skills that build a greater resilience, that will improve long term positive outcomes. To achieve such a powerful inner change, many of us would need new tools or long term therapy and those are just not available to everybody, anywhere, until now.

21 elements that are included in Steps to Success

- |     |   |     |   |
|-----|---|-----|---|
| 1.  | Moving Forward                          | 11. | Building a positive wall                            |
| 2.  | It's time to play<br><i>be the game</i> | 12. | Knowledge + Communication<br>+ Confidence = Passion |
| 3.  | Train Hard - Work Smart -<br>Win Easy   | 13. | Who am I  |
| 4.  | Reaction vs Response                    | 14. | Safe Me   |
| 5.  | Types of Personalities                  | 15. | My Story, My Future                                 |
| 6.  | Building Your Own Team                  | 16. | Needs, Wants & Desires                              |
| 7.  | TUB Ratings                             | 17. | When things go wrong                                |
| 8.  | Decision Making                         | 18. | Protecting My Attitude                              |
| 9.  | Getting on TRACK                        | 19. | A New Outlook                                       |
| 10. | Great Interactions                      | 20. | Effective Planning                                  |
|     |   | 21. | Excuses or Results                                  |

When these elements are, not only present in a persons psyche but are expressed in their actions, they automatically appear to the rest of the world, in a different light. Our programme harnesses these elements, so young people benefit from them naturally, resulting in increased self awareness and improved interactions with the world around them.

# Why is The Hive different?

The Hive, is the ultimate one stop shop for core skills and resilience development. Our systemic approach benefits all those connected to the Children's Social Care, Education & Justice Sectors, as well as those from the Ex-Military community and their person of significance.

## The Social Care Consultancy

A comprehensive service that supports Children's Social Care Services across the UK.

## Our Programmes

### **Storytelling with The Mouse**

Available to 8 - 10 Year olds either in Primary School or Youth groups.

New Parents under 25 years

### **The BITIMO Collection**

Supporting those going through Life Changing Transitions.

Those preparing to leave Military Service

Care Leavers

Domestic Abuse Survivors

### **The Rampage Collection**

Care      Designed for 3 specifically targeted groups connected to the Social Sector.

11-14 year olds, Their Carers and Their Professional Key Worker

16-19 year olds with a Higher Dependency

Social Care Professionals, Educators and Carers.

### **Step to Success**

Focused on the successful transition from the Justice Sector to independent living.

Under 25 years, Pre-release Category C individuals.

### **Skills for Service**

An effective Selection & Induction package for multiple sectors.



Nothing  
Improves by  
staying the  
same



# Why is The Hive different?

## Our Founders

### CEO & Director of Social Care: Su Sleet

Su Sleet is a passionate HCPC registered Social Worker and advocate of supporting people, teams and organisations to deliver the best outcomes for their clients. A life long dedication to social care has given Su a wealth of knowledge that is often lost in the hectic nature of life.

Su started her working life as a frontline Police officer before being injured in the line of duty. She went on to serve as a Foster carer for 11 years. Providing a safe, positive and productive home environment for over 90 young people. Many, who the professionals felt would be too difficult to place in a home setting.

The lessons learned during those years led Su to study and qualify as a Social worker, in a career spanning almost 3 decades Su has worked in various parts of the UK including London. Holding posts including Senior Team Manager and Group Manager. Working across the Children's Social Care portfolio, Mentoring & supporting professionals.

### Managing Director: David A. Sleet

David is a published author and a qualified Life Coach who is exceptionally focused and dedicated to supporting those in need. Having a lifetime of social care involvement: David's history reflects an in-depth unique observation of children, young people and trauma.

Growing up in a home that fostered children, witnessing the unconscious playing out in front of him, assisting as one child to others, caring and supporting them as children so often do. He had the privilege to learn from the ground up creating a mind alive with potential ways to inform others of the success within them.

David has always surrounded himself with professionals that reinforce, validate, increase and expand his knowledge and understanding of a psychological perspective, this hones a solution driven approach. The psychological process and adaptability David has demonstrated in his career is second to none.

### Our Divisions

- Education & Employability
- Children's Social Care
- Justice Division
- Service Sector
- The Creative Hive

Make The Hive Group UK the go to organisation for consistent support for those disadvantaged by life.



## Course / Seminar Enquiry Form

Course Title				
Elements of Interest				
Name				
Job title				
Organisation				
Work address				
Work e-mail address				
Contact telephone no. (in case of emergency)				
Contact name for invoice (if different)				
Contact e-mail for invoice (if different)				
Address for invoice (if different)				
Purchase order no (if used)				
Where did you hear about this course? (please tick)	Word of mouth	<input type="checkbox"/>	Via our website	<input type="checkbox"/>
	Email from The Hive	<input type="checkbox"/>	Attended another course	<input type="checkbox"/>
	At an event	<input type="checkbox"/>	Brochure	<input type="checkbox"/>
	Other (please specify)	<input type="checkbox"/>		
Please tick one of the following	My workplace would be paying for the course / Seminar and I have my manager's authorisation for an enquiry to be sent			<input type="checkbox"/>
	I would be paying for the course / seminar myself			<input type="checkbox"/>
<b>Mailing List:</b> If you would like to be added to our mailing list and kept informed of future courses, please indicate here: <b>YES / NO*</b> (* delete as appropriate)				
Date:	Signature:			

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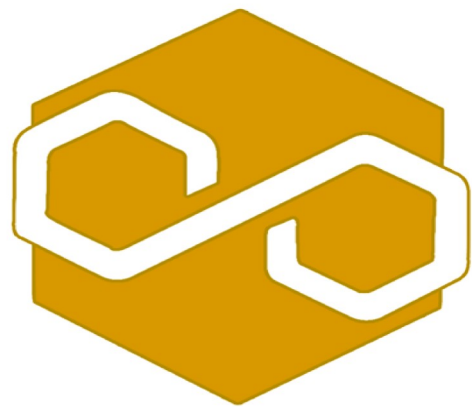
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**Childrens  
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**Education &  
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**Selection &  
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