



COMMUNITY CHANGEMAKERS BUILDING BRIDGES BETWEEN PEOPLE

Training for Caring Humans

the
HUMAN
hive

THE HUMAN HIVE

We are Kate McAllister (teacher) and Darren Abrahams (therapist) co-founders of The Human Hive, a Social Enterprise with a mission to empower 8 million Change Makers by 2030, working WITH, not FOR each other to regenerate People, Places and Planet. We believe that real change happens when you supercharge the power of people to help themselves, giving them:

Tools to rebuild psychological and emotional

SAFETY

Connections to others to feel a sense of

BELONGING

Access to meaningful opportunities to regain

PURPOSE

We are experts at forging links across communities that have been divided, and building skills, knowledge and positive relationships through shared learning experiences.

"Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has."

MARGARET MEAD

Whether you are volunteering or a professional team working with people in your community, our framework and methodology will support you to find the best way to help people feel safe, welcome and included.

In this training we will teach you the theory and practice of creating safe, inclusive spaces and show you how to use the knowledge you already have to support and build relationships with people in your local community or anywhere in the world.

Safe Space begins with you.

If you feel safe and well prepared, people will feel comfortable with you. When people feel safe they can find the courage to learn new things and become more fully themselves again.

At the same time volunteer and staff burn-out is a reality. We want you to have the preparation and support you need to make supporting others a joyful, healthy and sustainable experience - for you and the people you work with.

THE TRAINING IS BASED ON OUR CO-EVOLUTION FRAMEWORK - DESIGNED TO TEACH KEY LIFE SKILLS AND MUTUAL SUPPORT WHILE BUILDING STRONG RELATIONSHIPS



1. SELF-AWARENESS

Learn techniques for checking-in to your nervous system for signs of overwhelm or activation as a first step towards self-regulation.



2. SELF-REGULATION

Understand the neurobiology of your body in defense-mode & how to override your instincts & choose helpful responses, even in challenging circumstances



3. SELF-MANAGEMENT

Think beyond standard interventions and focus on human flourishing. Choose how you respond to others so that the result is empowerment, connection and regeneration.



4. SELF-EXPRESSION

Learn how to use language to bring your calm, collected self to even the most challenging of conversations. Learn how to listen deeply and use your communication skills to nurture ideas and co-create solutions in your context.



5. SELF-REFLECTION

Use our check-in model to reflect not only on what you've experienced, but what each experience means to you. How it shapes the way you react to future experiences and how it can help you to break unhelpful patterns from the past.



6. SELF-DIRECTION

Find the value in all that you have experienced to date and take forward only what will nourish you, empower you and guide you towards achieving your goals. Become an effective and protective person.



The Community ChangeMaker training comes in three stages and can be taken in separate modules or all together depending on your needs as a team.

STAGE ONE: SAFETY

“Being able to feel safe with other people is probably the single most important aspect of mental health; safe connections are fundamental to meaningful and satisfying lives.”

Bessel van der Kolk "The Body Keeps the Score"

Stage One combines theory with practical tools for volunteering, befriending and teaching. We introduce our philosophy and six-part framework which helps individuals understand and manage their own responses to challenging situations so they can show up more effectively for others.

recognise and regulate overwhelm and trauma

communicate effectively under stress

work in diverse teams

use our unique methodology to become resilient

self-managers

Stage One can be taken as a stand alone training for teams that are interested in integrating a trauma informed approach into their current activities, but are not ready to start developing new activities or projects.

STAGE TWO: BELONGING

Now you've learned how to show up, Stage Two will teach you how to use the Human Hive framework to design shared learning experiences as the foundation for building meaningful relationships. Using our Patchwork Education model we will teach you a template to transform any skill into an inclusive activity and turn you into dynamic facilitators, ready to share your skills with others.

design activities that are inclusive, safe and skills-building

create lesson plans and facilitator notes

create full schemes of work with other participants

plan an event to try out your new skills

All activities are designed to follow the self-regulation cycle of the nervous system, under the categories Eat, Make and Play. You will learn how to recognise which activities are best to support the wellbeing of the people you work with and how to co-create full projects together.

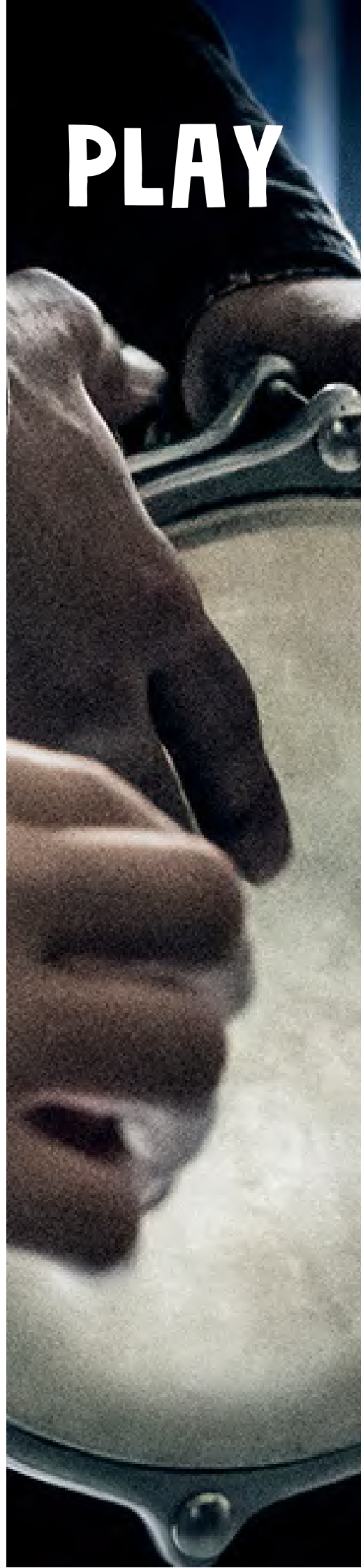
EAT



MAKE



PLAY



STAGE THREE: PURPOSE

Now it's time to take your new activities out into the community. Stage Three is a community event where you get the opportunity to try out your activities with real people. We'll work with you to find the right location to make your event as accessible as possible to the people you want to reach and support you to make it a success.

learn to set up and manage your own event

run your activities in a safe environment

learn to lead and support a range of different activities

complete a full debrief and evaluation of the experience

full support and feedback from the Human Hive team

Stage Three can be a stand alone event, or the start of a longer project responding to the needs you encounter. We will support you to co-create next steps with your participants and ensure that everyone is empowered to contribute to its success.

COSTS

Training costs are for groups of up to 30 people and can be taken either online or in person.

STAGE ONE

£2000 (+ travel expenses if in person)

Online: 2 x 3 hour sessions

In Person: 1 x 7 hour day

STAGE ONE AND TWO

£3000 (+ travel expenses if in person)

Online: 4 x 3 hour sessions

In Person: 2 x 7 hour days

STAGE ONE, TWO AND THREE

£3500 (+ travel expenses if in person)

Online: 6 x 3 hour sessions

In Person: 2 x 2 seven hour days + 2 x 3 hour sessions (preparation and debrief, including attendance at the event)

HOW TO FUND THE TRAINING

We understand that for small organisations finding the funds to commit to training can be challenging.

We never want budget to come between you and essential skills development for you and your team. Here are a couple of ways you can use our training to build community and generate funds for your organisation at the same time.

ONE

Share training and costs between a few local partners to develop a community of practice in which everyone learns and grows together.

TWO

Use the training as a fundraising opportunity. You have up to 30 places to fill - auction off places to donors, enact a "pay it forward" policy, add an extra donation to the places you sell - and make back the training costs and more. We will take our fee, you can keep the rest. Don't forget, if appropriate, you can also use your Stage Three event as a fundraiser, as well as any future events you put on using the activities you create during the training.

CREATE A COMMUNITY OF PRACTICE AROUND YOU

Vulnerable people come into contact with many different people and organisations, all with their own language, procedures and policies, which can be confusing and disempowering. Use this training to bring everyone together to create an interconnected community around them, using the same language and frameworks, making inter-organisational conversations and support easier for everyone.



We'll set you up inside a private group within our online Human Hive platform so you can communicate and easily share resources. This is a great way to get to know each other, learn about each other's needs and develop longer term projects based on the skills and interests of the individuals attending. And by sharing costs the training becomes more accessible for everyone.

CREATING NEW LEADERS

Our training has been designed to empower people of all ages. Once your support team is trained you will be ready to support some of your participants to take the training themselves, learning essential life skills that will help them build the confidence they need to move forward into self directed, independent lives.

The goal of any community focused project should be to hand over leadership as capacity grows. We will work with you to adapt our training to fit your context, so that you can start building that capacity in your participants.

We can adapt our materials to include diverse groups from different cultural and linguistic backgrounds. Talk to us about your needs and we will work with you to develop an appropriately accessible experience.

The Human Hive will support you as part of an ongoing journey until you feel ready to walk forward on your own.

NB: Extra costs will apply for ongoing training and support.
And also for translation and interpretation if required

CASE STUDY: LOOP-LA-LOOP, CETONA, ITALY

In July 2017 The Human Hive's mobile Crisis Classroom visited the towns of Sarteano and Cetona in Tuscany to bring local Italians and migrants together to share skills. A hostel in Cetona had been repurposed as an asylum seeker residence, and was full of young West African men with nothing to do and no connection to the local community. Up until our arrival the two groups had not found a way to meaningfully interact and there was much suspicion of these alien young men hanging around the town square in search of a wifi signal.

We ran training for both local Italians and migrants together and taught them how to turn a key skill into an activity. We then ran an activity day at a nearby farm owned by one of the participants and invited locals and other migrants to enjoy the experience. Activities included Senegalese dance, minestrone soup making, drawing, West African dishes, tai kwando and pizza making. And for the first time locals and migrants were able to meet in a "third space" and share an experience together.

As a consequence of that event, a group formed to learn crochet so they could make hats as the weather grew colder. They called themselves Loop-la-Loop. This group was taken under the wing of local people and before long they were learning Italian, setting up a market stall, running workshops in the local school, taking part in a theatre production and eventually finding work and making new lives in Italy. A purposeful meeting changed the life prospects of everyone involved.

The context in the UK may be different but projects like these can be adapted to any context and can turn the years of waiting for permission to remain, into a period of development, relationship building and growth for all.



You can find out more about the project
here in the words of the participants
themselves:

<https://youtu.be/IN6LP1AX2po>

FOR MORE INFORMATION CONTACT

darren@thehumanhive.org

or check out our website

www.thehumanhive.org

We'd love to welcome into our community!

ABOUT US

KATE McALLISTER is a qualified teacher, Associate of the UCL Institute of Education, Fellow of the Chartered College of Teachers and The RSA. She has been designing & delivering inclusive education models that not only improve exam results but better prepare young people to lead enriching lives for nearly two decades. Her passion for making education accessible for all has led her to work with wonderfully diverse populations ranging from excluded teenagers to people living in refugee camps, corporate teams in large global organisations and teachers & pupils in elite international schools. When people understand how learning happens, they can harness and maximise their own learning potential. Helping people feel empowered to lead the lives they choose is at the heart of all Kate does.



DARREN ABRAHAMS is a singer, coach, trauma therapist and trainer working internationally as a facilitator and project leader in the fields of personal, cultural and community development. Darren is co-founder of The Human Hive. He is on the steering team and leads on pastoral care for The Complete Freedom of Truth, an international youth-led project developing global youth citizenship through culture and the arts and is a trainer and Wellbeing Adviser for Musicians Without Borders where he trains musicians to use music for peace building. Darren is co-founder of the One World Orchestra, an inter-cultural ensemble of musicians based in the UK, exploring the idea of Home through music. Darren is an expert at helping people feel safe while bringing communities together to heal. Contact Darren@thehumanhive.org

