

TOOL 13 - GUIDELINE 1: CO-LEADERSHIP

Module: ALL – EMPOWERMENT OF THE JOB COACHES

Worksheet

Objectives:

Ensure the quality of the program and being able to facilitate a group of up to 10 participants and their processes.
Permits regular sparring between two job coaches.
Promote better decision making and adjustments along the way.
Working with individual or common intention and build on each other.

Materials required:

Printed out worksheets and needed attachments for each session.

Step by step facilitation instructions:

As co-leaders you will prepare together, 30-60 minutes before the training starts.

Agree with your co-leader and create a plan of who's in charge of/open which section throughout the day.

Make sure you are «in sync» and share the same overall intention for your delivery, if any disagreements- make sure to air them out before starting the program.

In every break, check in with your co-leader the «www»

Where are we? This means to check in and compare with the work sheets, if you are on track, on pace and time and if and how to adjust to proceed successfully.

Where are we going? This means that you both agree and have a common understanding of how to proceed on the next steps.

Who needs attention?

Are there anyone in the group who needs extra attention?

At the end of each session, do a debrief together of the day with your co-leader.

Expected duration

Before the group session: 60 minutes

Throughout the group session including check – ins: 120 minutes

After the group session: 30 minutes

Expected outcomes

Co-leaders and job coaches with more surplus and energy.

Job coaches are strengthened in themselves and get co-leading experience.

Job coaches get experience in leading group processes.

Job coaches get experience in focus areas, ways to prepare and do regular check in and sparring to maintain

Predictability, flow and mastery in their work.

Improved work environments.

Autism-specific adaptations

Structured instructions and predictable flow - Flexible timing and reduced cognitive load. Environmental adjustments to minimise sensory stress.

CHECKLIST

- I understand the purpose of co-leadership:
- What works in our co-leadership:
- What does not work in our co-leadership: