

ABSTRACTS

Changing the Face of My Local Community Through Waste to Wealth Creations in Lagos State, Nigeria

Taiwo Adegboyega Adewole (BSc., MSc.)

There are various or numerous problems facing my local Government in Lagos, ranging from water problem, waste management, roads and electricity among others. The most prominent among them in need of urgent attention is that of waste management. The youth in my community have been taking advantage of this waste to create wealth through recycling. They embarked on a project recycling of what you and I might see as not being useful. Presently I am working with some youth in my community to generate wealth from waste polythene and plastics through recycling. This paper will look at the different stages as well as how they have been carrying out the recycling of scrap metal, which is now being exported out of the country.

The Intertwining of Strengths Perspective with the Rights Based Approach: Experiences of community organisation in India

Janki Andharia, PhD, TISS

India has a rich tradition of organizing the oppressed and marginalized communities. Focusing on the process of organization and mobilization, the paper will emphasize the diverse nature and methods of awareness building, which subsume the strengths perspective. This process is based on recognizing individual strengths and collective capacity to negotiate and bring about change in social and political contexts. The paper will present examples of current movements and the active association of the author with several organizations engaged in mobilization processes. Drawing on the conceptual debate on empowerment, access to entitlements and rights based approach in the context of vulnerability and impoverishment, the paper will present a critical reflection on the strengths perspective in community organization in India. The need to answer questions such as which people are the focus of social work intervention and what is the locus of social work practice, remain significant. One implication of enhancing resilience of individual households or families to cope is that we may be absolving the duty bearers to perform their roles. The phenomenal rise in farmers' suicides in rural India due to crop and market failure and steep indebtedness is a case in point. Ironically, in response to this agrarian crisis, besides relief and rehabilitation packages, 'Art of living' courses have been introduced to build inner strength at the request of the state government in Maharashtra. On the other hand the strength may be channeled to build awareness, to increase the repertoire of actions and responses and to assert rights and to suggest policy changes. The strengths perspective is rightly moving away from victim blaming or may even interrogate the problem orientation in social work. However, the issue of positionality and perspective of social workers, a subject which social work has not debated adequately across cultures and social contexts, also assumes significance. These aspects will form an integral part of this paper.

KEYNOTE ADDRESS The "Tipping Point" to a Good Life: The magnitude of valued social roles

John Armstrong (with Chris Radke for the follow-up presentation)

For many generations we have known people in our communities whose lives were characterised by poverty, isolation, rejection and failure. Whether due to generational poverty, disability, stigmatised identity, lack of opportunity, addiction, violence or other causes, the life course for people often descended into ever worsening situations. Research into resilience and role theory demonstrate that people employ strategies that contains universal qualities that are powerful and which have relevance and utility across cultures, times and places about how people come to have a better life. This paper examines that feature which so profoundly contribute to this changed experience and how to bring it about. Using what we know from empirical sources about how people are perceived and treated by others, the paper will demonstrate the major features of roles that provide discrete strategies in assisting a person and their supporters to develop the life they seek. The link between the experience of the "Good Life" and the attainment of valued social roles will be established. The majority of cultures do not positively perceive individuals with an intellectual disability, and few individuals themselves, whether because of their biological condition or because of social stigmatism, have the capacity to alone attain valued social roles. The support persons or service providers therefore play a vital role in assisting individuals to attain a life of their choosing that is valued by their society. This paper serves as a "how to" guide for those who are struggling with how to best support individuals with an intellectual disability in ways that empower them to discover their own strengths and develop their own resilience and capacity for growth. Information about SRV can be found at www.socialrolevalorization.com

The Five Interrelated Components of the Value System of the West

John Armstrong

Many developing nations seek the life-style of the west. The West is quick to invade or export its culture to those who would have it. What is this culture, and what does it bring to the individual and collective health of a community and a nation. This session examines the essential features of western culture – here referred to as "modernism" and considers the impact it has on a community and the people in it. The news is not good, but helps to clarify what is the basis of our actions and interests and the values we really base our life upon.

Strengthening Survivors of Physical, Psychological Abuse

Divyya Bajpai

This study was conducted to evaluate effects of an intervention to treat depression among young adult survivors of abuse. Five subjects, three males and two females aged between 17 to 19 years were the participants and were included if they rated having experienced a high level of physical and psychological abuse in their family of origin as measured by Childhood Maltreatment Interview Schedule (Briere, 1992) and if they also rated suffering from a high level of depression as measured by Healthy and Daily Living Manual – Youth (HDL) (Moos, 1984). HDL was administered before and after intervention. Results revealed the significant improvement in post mean scores of the test. A 30 session therapeutic intervention program titled "Moksha" based on psychodrama and reading regional folktales was conducted over a period of 15 weeks. Culturally abuse in the family environment is like a hidden skeleton in the closet and its victims manifest their trauma through various symptoms. This study highlights the effectiveness of psychodramatic and sociometric techniques like enactment, games, role-play, journaling exercises for experiencing the size and shape of hostile and other emotions in a personalized setting. Story reading from regional folk tales dealing with themes of friendship, love, jealousy, betrayal, sexuality, anger, violence, victimization and death were read. The idea was to address childhood psychological trauma which simultaneously accelerates and interferes with moral development by confronting the child with ethical and spiritual violations yet also with heroic altruism.

Young People Strengthening Their Community

Jen Barron

The goal of my practice as the youth health officer at the Dorset Council (Tasmania, Australia), is to empower young people to be the strength in the Dorset community. The main strategy used to achieve this outcome is through a "youth advisory group". They call themselves "FEWCHA"! The group meets together on a regular basis to plan and implement activities, programmes and projects that enhance the health and well being of the young people of Dorset and the whole Dorset community. FEWCHA have won awards for several of their projects that have had significant impact on their community. The Wheel Deal – a youth transport project that meets the exact transport needs of young people – won the best overall project at the Tasmanian Local Government Awards in 2005. The Kameleon – a mobile youth outreach service that provides health information, resources and entertainment to small regional and rural communities – won the heart foundation best project for Tasmania and the best rural and remote community project for Australia in 2004. Severely Isolation – a short film taking a humorous look at the life of a young person living in a rural area – won the vibewire best movie made by under 18's for Australia in 2004. Mobile Skate Park - the group have just launched this park which meets the recreational needs of young people across Dorset – this has been nominated for several awards. These projects and many others have been conducted in partnership between the Dorset Council, community groups, funding bodies, FEWCHA and myself as the youth health officer. There are lasting outcomes for Dorset as well as for the young people who have been involved in the group since its inception. This practice is easily translated as it is not about the projects but about the outcomes achieved in terms of growth and development of the young people and the community as they achieve the ideals and objectives that they set for themselves.

Royal Children's Hospital Social Work Services (poster)

Benita Bierzynski

The Royal Children's Hospital in Brisbane is the primary centre of tertiary paediatric health care in Queensland. Paediatric health care services are provided to children from throughout Queensland, Australia and from overseas. Children from all facets of life with diverse and complex situations are serviced by the Royal Children's Hospital. On a daily basis social workers work from a child centred – family focused framework in dealing with crisis, trauma, bereavement, child protection issues and/or diagnosis of long term chronic illness or disability. Application of this framework encourages social workers to concentrate on the child's and family's abilities and strengths in an attempt to assist them to cope with their current situation and to empower them in an often foreign system. To ensure a valuable social work service is provided to families workers must look beyond the deficits of the health care system and the lack of external support services available to families.

NLP: A tool to strengthen and become resourceful

Fr.AXJ.Bosco S.J.

Neuro Linguistic Programming (NLP) is a simple, skilful method for studying what goes on inside a person (subjective experience). It is a study of how the brain works, how people think, feel, learn, motivate themselves, interact with others, make choices, and achieve realistic goals. Following the best, most recent, methods of learning, NLP is an experiential study that leads its students to concepts through exercises. NLP's objective is to increase the behavioural choices available to us. In a very concrete way the goal of NLP is awareness. It teaches us how to: Re-programme our minds in minutes to eliminate fears and phobias; dramatically improve our interpersonal relationships; create instant rapport and communicate persuasively; build a rich and powerful self-image; and create and maintain ourselves in a resourceful state.

Participatory Action Management (PAM) Model for Sustainable Development - Experiences of using this Model in Australia and India

Dr. Shankariah Chamala

This paper briefly describes three approaches (Self-help, Transfer of Technology and Conflict approaches) used for community development. The need to bring a more inclusive approach to involve and actively engage all stakeholders from the Local, Regional, State, National and International levels for development is argued. Based on his experience in teaching and research, Dr Chamala has developed a generic Participative Action Management (PAM) Model. This model provides a management framework for true participation of stakeholders based on sound theoretical principles. The paper also discusses the dilemmas and problems that arise in the involvement of stakeholders. A six step collaborative planning methodology has been developed. The PAM model is used in Landcare program. More specifically five irrigation projects were funded (with A \$1.5 million) by Land & Water Research and development Corporation, Canberra and these were required to use the PAM model to actively engage stakeholder participation. Review of these projects validated the usefulness of the model in achieving good results. The stakeholders who were involved in these projects also requested further development of training modules. Subsequently, the Australian Commonwealth Government commissioned a team of academics from The University of Queensland headed by S. Chamala, to develop detailed training modules based on the PAM model. Eleven learning modules with a resource book, a training manual and a participant manual were developed. These were pre-tested in two workshops to incorporate location specific issues and validate the learning activities based on adult learning principles. The PAM model was also used in the Watershed Management program in India. A case study of how The Shankar Rural Development Foundation (www.srdf.in) used this model to involve stakeholders (such as Rotary and Lions clubs, government and other educational and philanthropic individuals and scholars) to bring synergy and resources in Chilver village development project will be presented. The PAM model will bring additional human and financial resources for a collaborative action to solve some of the issues of sustainable development.

Countering Disabling Practices: Fostering strengths in practice with people with a disability

Lesley Chenoweth

It is a concerning reality that most disabled people face enormous obstacles in accessing services and supports in order to live an ordinary life. In most cultures having an impairment is viewed as a extremely negative experience with resultant exclusion and marginalisation of many disabled people. In western society our frameworks for service delivery to people with disabilities are overwhelmingly deficit oriented and typically involve working at an individual level. More than most populations, disabled people are perhaps viewed as mere composites of deficits – bodily, cognitively and emotionally. This paper explores the use of strengths based approaches as a means of countering disabling practices. Strengths perspectives provide opportunities for practice at individual, family and community levels. Several initiatives grounded in strengths perspectives are discussed including circles of support, personal futures planning and emancipatory practice.

Community capacity building: Using a strengths approach in rural communities

Lesley Chenoweth and Daniela Stehlík

The delivery of health and human services and supports to rural communities is an ongoing challenge in Australia. In the last decade, there has been a shift in policy, whereby the relationships between individual/family and community have become the defining framework for providing care. Building community capacity through strengthening individuals and families has emerged as a crucial process for sustainability of rural communities. This paper draws on findings from two case studies of programs in Queensland and Western Australia in which practitioners were deliberately engaged to build community capacity in rural communities. Most particularly, the paper investigates the relationships between community resiliency, social capital and sustainability and critically examines the role of the practitioner in strengthening individuals, families and communities.

KEYNOTE ADDRESS Strength-Based Practice: Turning High-Risk to High-Yield

Michael D. Clark

Strength-based approaches have gained momentum in the helping professions. This keynote address will outline recent gains made in applying Strength-based practice with clients who are difficult to help. How can helpers practice from a Strengths perspective with challenging clients? This address will feature an international Strengths advocate who will outline the research and practice methods that are being utilized for working with mandated (involuntary) clients. Consider that there is a problem with problem solving. Problem-focused (problem solving) models dominate our work and direct practice staff who use this approach can be easily seduced into the “error of error correction” where more attention is paid to what brought the fall rather than what the family needs to do to get up and get going again. Focusing on the problem and trying to “fix it” creates obstacles in our work. What is wrong, what is missing and what is abnormal keeps our attention while strengths and healthy patterns are passed over and ignored. This keynote address will focus on motivation, possibility and inducing positive behavior change. Our helping professions engage in efforts that can often diminish client participation and responsibility. It has been said that the most overlooked resources in the helping/treatment field are the strengths and capacities of our clients. Several motivational constructs will be examined in this presentation. This address will also review a new meta-analytic research that identified the key ingredients to positive behavior change.

These factors will be reviewed at length as they embody the true catalysts for change and optimizing each client's unique potential. Find out why it's the client, and not treatment methods, that represent the real "engine for change." Join this keynote address to understand how we can harness this potential with client-directed, outcome-informed practice. Begin to use what 40 years of motivational research has been suggesting for working with clients that may be reluctant to work with you!

Strength Based Practice with Challenging Populations: Overcoming resistance

Michael D. Clark and Venkat Pulla

This pre-conference training session is designed to improve practice skills with professionals who are working directly with challenging clients. This institute is a full-day training that focuses on skill-building and will utilize multimedia presentations, interactive lecture and facilitated small and large group exercises. A mixture of small group discussions and full room exercises will keep the training pace lively and engaging. Come ready to learn "how to's" and techniques! The emphasis for this training is on skill-building and "theory-to-practice" group work for direct application of these skill-based techniques. The modules include Strength-based Assessments: How to Find and Amplify Resources/Strengths for Effective Interventions; Increasing Client Motivation: The Change Conditions of Desire, Ability, Reason & Need; and Increasing "Change Talk": Direct Practice Tips to Weaken Resistance and Improve your Productivity.

KEYNOTE ADDRESS The Drylands of Hope

Dr William D Dar

There is an inextricable and unseen web that connects faith, hope, science, agriculture and sustainability. For the International Crops Research Institute for the Semi-Arid Tropics (ICRISAT), practising research to ensure sustainable agriculture is probably both a natural and an enlightened action. We believe that agriculture cannot be sustainable unless we work within the natural order. Expressed in biological and spiritual terms, sustainability can only be realized by insights into our place in the natural order. ICRISAT's mission is to reduce poverty, enhance food and nutritional security and protect the environment of the semi-arid tropics by helping empower the poor through science with a human face. By this we mean raising the hopes and aspirations of the poor, inspiring them to better their homes and communities, as well as providing them opportunities through science and technology to become self-reliant. Our research over the last 34 years has led to the creation of societal hope, and brought an overwhelming change in the lives of the poor in Asia and sub-Saharan Africa (SSA). The dryland farmer has been the beneficiary of our research with strategic partners. We realise that sustainable agriculture exists within dynamic change and we also strongly believe in retaining the integrity between humans and nature. While we continue to use conventional methods of science to improve the livelihoods of the poor, we do not fight shy of new science and the advanced tools it offers. We have adopted integrated genetic and natural resource management (IGNRM) as our overarching research strategy to attain scientific excellence and relevance in agriculture, with the core principles being equity, multidisciplinarity, sustainability and community participation. Whether it is the 570 improved varieties released by partners from ICRISAT parental lines, the wide-ranging impacts of our innovative ideas in Asia and sub-Saharan Africa, new production systems, the social cohesion we seek to bring about or facilitating an improved marketing environment, they have all ultimately brought hope to poor families – this is the drylands of hope we envisioned.

Strengthening Individuals

Dr. Jacinta D'Souza

This paper is about a strengths-based approach with individuals who are physically challenged and timid. The approach undertaken uses the Neuro Linguistic program, which is an approach to communication that produces the widest range of choices and the ability to change in order to achieve desired results. Its objective is to increase the range of behavioural choices available to each person and enables the individual to build a distinct, unique model of their world. It is based on the following premises and techniques: resources are within each person; awareness of resources within oneself; simple and skilful method of what goes on inside oneself; effective communication can become a matter of conscious choice; you can become an expert in communication if you engage all your senses; the key to opening the lock of representational sequences is knowing that people will show you all you need to know; by their choice of words people will let you know their sequences; by the way they use their body they will let you know those sequences; what they do with their eyes will even help you to uncover those sequences; life has positive value if it projects the power of 'unity and love into the world'; develop all the vital forces in yourself, give them direction, unify them and integrate them. Observed outcomes have included: revitalisation of energy within oneself; effective functioning of individuals in the face of difficulties; finding joy and happiness in one's own milieu; being able to express oneself and confront when required; and enhancing the well-being of others.

Use of Mathematical Theories in Understanding the Affects of Policies and Their Role in Strengthening the Communities: Adaptation of Fisher Information Model

Sandeep Kumar Ganji

Understanding the basic nature of overall performance of a strategy dependents upon the consideration of the parameters and the fluctuations they undergo is important in determining the strength of that particular system or

strategy. Such an understanding of systems behaviour using classical physics is not sufficient given that the systems under consideration are no longer governed by linear equations. Hence new methods for explaining their behaviour must come forward and here we present one such method which is an extension of classical measurement theory with Fisher information at its heart. The important strength measurement is the probability function $p(x)$ and to incorporate new knowledge into the system [$p(x)$ here] a variation principle is used which is delivered from the "Extreme physical Information [EPI]". Then imposing constraints over the effect of any parameter (entity) x and also the overall systems output on the entity x itself can be used, so that the behavioural pattern of the $p(x)$ can be kept to reality and also to lead system to an equilibrium point. The purpose of this work which provides such a variational approach has to be used to reconstruct the desired output from the system. Such a understanding of the strategies functionality in the context of anthropological issues which can guide us to a new outlook on the nature of the effect. In summary, in cases of limited data like those of community behaviour and the effects of a given policy on the community, the elegant and powerful EPI approach to the science with a frame work guided by mathematical-physics, should prove to be a very useful tool for analyzing the systems or entities of collaboration. Our work mainly focuses on the internal affects a policy on the system (community or a organization) and its components (people in a community). Here we considered every component (entity/people) as an input signal from which data can be collected as an operation of measurement but each entity can influence the other entities output but applying peer-pressure which is common in communities. The net outcome from such analysis is a deeper understanding of the systems response to an input (here a policy or a event) and our results have shown that the influence a neighbouring entity on its closest entities are far more effective than was predicted in classical studies.

On the Red Carpet!

Paige Garland

How does it feel to be photographed standing on a red carpet? To be treated like a celebrity? To hold your head high and feel great about your life...your work? This is what Paige Garland, Director of Plan-it Life's experiential learning strengths-based practice session is all about. Experience how we make our staff and clients feel great about themselves. How we support them to achieve their dreams and have fun along the way. Strengths-based practice is the foundation. Our unique inter-disciplinary approach is designed to harness people's potential and foster their motivation to live a meaningful life. All employees of Plan-it Life are utilizing this unique strengths-based approach to shape their own lives, thus fostering organizational integrity and interdisciplinary approaches to service delivery. So, come to her session and discover how we make our motto live: Imagine...hope...create...passion...adventure...inspiration...love...giggle...live! You will have your photograph taken on our red carpet – that is our gift to you!

Strengthening Communities through Community Health Impact Assessment

Dr. Sebanti Ghosh

This paper discusses how the Association for Social and Health Advancement (ASHA) used the PATH (People Assessing Their Health) Process to increase the capacity of a tribal community in Mukutmanipur, West Bengal as they embark on Endogenous Tourism Project a joint initiative of UNDP and Government of India (Ministry of Tourism). The goal of the practice was to help the management committee for the tourism project do the following: (1) develop an awareness of the broad determinants of health & well being; (2) create a unique vision of a healthy community; and (3) develop a tool to help them make decisions about the potential impact of tourism project on the health and well-being of their community. The strategy used was to engage people in a community development approach called the PATH (People Assessing Their Health) Process. The PATH Process, which was developed in north-eastern Nova Scotia, Canada, uses community health impact assessment (CHIA) as a way of engaging community people and organizations in the development of healthy public policy. The process was used in Mukutmanipur in May 2006. The initial result was that the community members were able to critically analyse their situation in relation to the pending tourism project by looking at things in a new way. They also developed a tool that they can use in assessing the impact of future project activities. The process was useful for the men in the community but it also empowered the women, who felt that it allowed them to have a say. As this is a work in progress, long term outcomes are not available. The paper will present the findings from May 2006 to November 2006. The PATH Process has been successfully carried out in six communities in Canada and is now being implemented in India. An important part of the on-going discussion and evaluation will deal with how the process can be translated into other cultural contexts.

The Relationship Between Psychological Strengths and Health and Quality of Life of People over 65 Years Living in the Community With Low Level Support Services

Coralie J Graham and Anthony B Fallon

The potential for spiraling health care costs of the ageing baby boomer cohort has provided impetus for research into all aspects of this group in Australia and other developed countries. This study investigates the psychological strengths that older adults use in maintaining their health and quality of life. The qualitative analysis of the interviews of 10 older adults in Phase 1 of this study has found that a positive outlook, social connectedness, spirituality, and adaptability are important factors. Additionally, the receipt of support services were shown to be important factors to maintaining health, quality of life and the ability for those over 65 to remain independent in their own home in the community. Phase 2 of this study, which is about to commence will provide a quantitative

investigation of the degree of the relationship that each of these strengths has with health and quality of life by surveying 1000 older adults. With previous research indicating that a number of these strengths are able to be enhanced with minimal intervention, and their positive relationship with health status, the potential for flow on financial savings in the promotion of health and satisfaction is huge.

Resilience Factors That Affect Adolescents At Risk: Empirical Findings From A Rural Study In Punjab

Jatinder K. Gulati

The relation between family inadequacies and poor outcomes of children is not deniable, yet, only some of the children succumb to the adverse conditions. There are children from risk settings who develop into well functioning individuals. These resilient children must have some protective mechanism in their environment that allows them to resist to some extent, the negative effects of the stressors they experience. It becomes pertinent to understand why some children yield to risk, whereas, others successfully resist the negative effects of risk factors. In a recent study (Gulati, 2001) it was hypothesised that economic adversity has an impact on family processes that affect child outcomes. It was further hypothesized that parental frustrations and distress arising out of financial problems influence marital relations between spouses. Distressed parents adopt different coping styles and parenting strategies thus affecting the development of children. Harsh and inapt parenting practices might mediate the effects of various risk factors and stressors on children's adjustment; similarly, positive parenting strategies can moderate the negative effects of otherwise stressful home environment. This paper examines the role of parenting strategies adopted by mothers of at-risk children as protective factors that assist in developing resilience among them despite experiencing persistent poverty and related stressors.

Orphaned by the State: Children of prisoners and the policy vacuum

Terry Hannon B.Sc. (Psych. Honours)

Nearly five per cent of all Australian children today have experienced the loss of a parent due to imprisonment. Considerable research is available both in Australia and internationally detailing the adverse effects of parental imprisonment on children, however very little information exists about the policy and legislative context in which these adverse effects occur. The aim of the project 'Children: Unintended Victims of Legal Process' was to examine the criminal-legal legislative and policy environment and its impact on children that currently have a primary caregiver in prison. The findings from a review of police, court, prison, parole, and child protection policies, protocols and legislation, suggest that these children are rarely acknowledged in legal processes and are consequently often left at risk in various ways by their primary carer's removal to prison. This situation is not unique to Australia, but is repeated with variations across almost all Western jurisdictions. The research involved a series of qualitative interviews with 15 mothers in prison and post release, their arresting police officers, their defence counsel, their sentencing judges, and the interim carers of their children. This gave some insight into the experience of operating in a policy and legislative vacuum for those involved. The results will be presented in this paper, along with suggestions for the development of holistic interdepartmental policies and protocols that provide a safety net for dependent children throughout the criminal legal processes of their primary carers.

Social Work and the Indigenous Community: An historical perspective

Meaghan Harris

This presentation will outline the process of research and the collaborative journey of a non Indigenous social worker exploring the complex history of social work and the local Indigenous community situated in Australia. This will include an analysis of the role played by Social Workers in the implementation of policies of oppression and displacement, and the impact this has had on the Indigenous community and the social worker profession historically and contemporarily. This paper will focus on the strengths of learning gained by this acknowledgment of history and positive ways this can inform policy development and practice. Whilst this focus is a particular community within Australia, it is felt the learnings of collaboration and respect can inform practice in a variety of settings.

A Strength-Based Approach to Adolescent Career Development

Ms Christina Hully, Dr Stephen Larmar

Theory and practice, alike, acknowledges that career education and career development are lifelong processes (Haines, Scott & Lincoln, 2006). This paper reports on a strength based approach to career development for young people. The major thrust for career guidance practitioners working in secondary school contexts continues to be focussed on the transition from formal secondary education to employment or further education. While this enables students to develop skills necessary to make well-informed career focused decisions, there needs to be a more holistic approach involving all aspects of the curriculum. Within curriculum systems that are driven by formal assessment, there is little flexibility to acknowledge the inherent career information and development of self-knowledge and career decision-making skills that students are exposed to. Therefore, the development of innovative and flexible approaches to career education are necessary to support the developmental process as young people gain employability skills in a context that is relevant to the changing characteristics of youth, education and society. This paper describes and critically examines a recently implemented innovative career development program founded on strength-based principles. The program emphasises and utilizes the student's

individual capacities, the accumulation of competencies and the resources that exist within the individual student, their family and community. Further, the paper examines the program's capacity to be implemented across a range of contexts. Finally, discussion centres upon a number of successes associated with the program's implementation as well as some of the challenges involved in the program's integration into the broader school curriculum.

Reference:

Haines, C, Scott, K. & Lincoln, R. 2006 Australian Blueprint of Career Development (Prototype Version). Miles Morgan, Australia

Social Capital: Strengthening women through networks

Silpa Immanuel, Archana Jetti, Ranjit Voola

The common aphorism, "It's not what you know, it's who you know", sums up the basic idea of social capital. Social networks facilitate the flow of information provide influence and reinforcements of identity and recognition to members of social groups with similar interests and resources. These functions can and should be harnessed by those who are excluded (often actively) from membership in networks – the poor and marginalized. Social capital defined as "resources embedded in a social structure which are accessed and/or mobilized in purposive actions" (Lin, 1999, p.35) lays the ground for exploring empowerment of poor women in the Global South whose lives are enmeshed in a complicated matrix of power relations. Social capital serves as the lens through which poor women's interactions at various levels can be identified, their location in the power structure understood and strategies employed which leverage the present and potential networks to bring about change that the women desire. The micro-credit programs popular with most NGOs in the Global South are an apt context to apply the concept of social capital. Multiple networks open up for women participating in micro-credit programs which were hitherto missing. As small scale business owners, they deal with vendors and buyers. They also transact with state run institution like banks as they save for business and personal needs. Their new role as entrepreneurs increases their status in the local communities and the household. As the women maneuver through various ties of the network structure, they are constantly negotiating the gender-power relations at each level. Viewing women's lives through the lens of social capital provides greater insight into the complex relationships within which women operate and the availability of present and potential networks that can be employed to strengthen women. Programs aimed at providing the tools for women's empowerment have thus far pigeonholed their interests' into one or a few levels (either market or state or household or village). A broader focus with the aim to challenge the structural gender-power relations can provide the critical space allowing for effective action for and by women.

Strengthening Emotional Immunity: A direction in meeting depression (poster)

Ekta K. Kalra

Emotional-immunity can be defined as that positive activity of human emotion(s) which leads to its stabilization when subjected to negative emotion(s). It therefore helps in achieving emotional equilibrium for health reasons. Thus, strengthening emotional immunity can help in the treatment of depression. Emotional immunity strength can be increased by realizing the sources and reservoirs of depression and thereby developing ways to deal with them. The strength that can realize the significant presence of emotional immunity shall certainly be fit to fight the problems in a strategic way. In order to remove the stigma associated with depression and thereby increase the positive approach of patients for emotional immunity treatment, we advocate a change in the manner via which depressed patients are dealt with and therefore a change in the name of depression.

The Strength in Individual When Faced with an Increase in Self-Esteem Activated Strategies for Practical Output (poster)

Ekta K. Kalra

The strength based strategies need to answer the question as pertinent to the amount of strength that is required for a particular strategy to be given a practical look. The strategies should thus be divided into several groups depending upon the amount of strength that is required to give it a practical look or a look of a fantastic output from a logical input. Thus strategy is an input into the body of a person which is injected using a vial containing strength. This strength thereby activates itself to give strategy a practical output. The learning of strength for strategy holds its essential application in several fields including psychotherapeutic counseling and medicine. It can therefore be said that the strategies proposed by counselors should be in line with the emotional and physical strength of the individual. Thus, the counselor should not advocate such strategies which are beyond the margins of strength as exercised by the individual. It is therefore essential to promote discussions whose fruitful self results in an increase in the self-esteem of the person; thus a feeling of greater strength to handle the strategy. The poster shall discuss how and why the strength in individual when faced with an increase in self-esteem activated strategies for practical output.

The Early Impact Program: Strengthening Child Competencies

Dr Stephen Larmar

Conduct problems in young children impact upon schools and families and can lead to more serious problems in adolescence and adulthood. Teachers and parents are often ill-equipped to deal effectively with significant problem behaviours in children. In the past, there has been a trend towards school personnel and families implementing reactive strategies that focus on deficits and fail to adequately address issues associated with the development of conduct problems in children. In the last decade, there has been an increasing shift towards the development of early intervention and prevention programs designed to arrest the development of problem behaviour in children. Further, a range of intervention frameworks are emerging that are underpinned by strength-based principles that serve to draw on child competencies to ameliorate some of the factors that place children at-risk for ongoing behaviour problems. This paper reports on a recently evaluated program titled 'The Early Impact Program' (Larmar, 2006). The program consists of school and home components that focus on drawing on the capacities, competencies and resources inherent within the child, family and school. Some of the unique features of the program are highlighted and a summary of findings is presented that illustrates the effectiveness of this program, including its utility across a range of community contexts. Finally, the paper identifies existing limitations in early intervention and prevention science as a means of signposting areas for future research.

KEYNOTE ADDRESS Rethinking and Reforming Child Protection Systems

Bob Lonne, PhD

The history of statutory child protection and child welfare in many Western nations is characterised by significant achievements in highlighting the incidence of abuse and neglect, promoting protective interventions and ensuring the safety of vulnerable and at risk children. However, there is increasing evidence from research and government and judicial inquiries that State-based forensic child protection systems in Western nations are failing many children, their parents, staff and management. There is growing disquiet about interventions that irreparably harm those who need help as well as those who seek to render assistance. The punitive and blaming orientation of these systems requires critical examination for its ideological underpinnings. This keynote address argues for a fundamental rethink and reform of the underlying paradigm of child protection in order to reorient it to be strengths based, ethically oriented, and neighbourhood and community-based child wellbeing practice. Importantly, developing countries need to evaluate both the benefits and consequences of mimicking child protection systems that can disempower families and communities. Strengths based responses offer a more complete and ethically appropriate way of protecting the safety and wellbeing of children and facilitating the active participation of their families and communities in these processes.

Let's Wake Up Before We Die

Nira Manghrani

How do people approach terminal illness? What sensitivities prevail around this in each culture? Why it is that better preparation of loved ones, the young and those that will be left behind is hardly seen as a priority in certain cultures? The structure of coping, the role of the social system and counseling are amongst a few issues that this paper will discuss. Based partly on a concept mapping study in a large city it draws on the prevailing attitudes people have and sense they make out of early counseling to avoid too much of grief. As it is a small research study, methodology along with its limitations are discussed. The paper identifies needs such as coping, role of support systems, developing variable strength in the dying patient by sharing the right information about illness so that the patients are realistic. There is reason to believe that a terminally ill patient with sufficient knowledge about his condition can assist him/herself in self coping and assist his supporters in better coping.

Movements to Empower Women Entrepreneur

Sr Lourthu Mary

Based on Indian Philosophy and tradition every individual and group has inevitably 8 types of movements. They are backward, and forward, left and right, internal and external, upward and downward movements. These Movements determine their future and growth. These movements are related to one another and each one influences the other for either to push or pull to promote or to de-promote. These eight movements and directions play a significant role in every individual's and group life. Keeping these movements as a base the study has tried to link the activities of women group micro enterprises and SHG movements in the present scenario. While reflecting on these movements, it was decided to develop a training package for the Women Group members and to conduct a training programme to get the data. The researcher has tried to link her social work profession to help the group to reflect and evaluate their own process of growth and achievements. The concepts were introduced with suitable examples, symbols and stories so that it is easily conceptualized and comprehended by all the participants. Backward and Forward Movements: To draw the Vision and Mission of the Enterprises; Internal and External Movement: To reflect about the values and principles that guide their enterprise activities; Left and Right Movements: To learn about the need for integration and development of emotional and rational self; Upward and Downward Movements: To discuss about the present reality, problems, constraints, difficulties and challenges that they face in running the enterprises and the need to introduce innovations, new strategies and value additions that would help them to transcend the present situation. In all these movements the Women

Group Enterprises are subjected to two types of dynamism called Pull down factors and Push Up factors. The pull and push factors are the inevitable dynamism of any growth process. But the focus of the study is to learn how these groups have learnt to withstand such forces with a balanced approach, and what are the strategies applied and adopted to emerge as successful group enterprises.

KEYNOTE ADDRESS The Strengths Philosophy: Strengths-based ways of sharing power and creating change

Wayne McCashen

The Strengths Approach takes us into a paradigm that confronts practices (however inadvertent or unintentional) that are based on deficits and blaming, the use of power over others, prescribing solutions to problems, assuming what's best for others, relying on experts, and excluding people from decision making about their lives. In his address to the conference Wayne will articulate the philosophical underpinnings of the Strengths Approach and its practical implications for working for change in just ways with individuals, families, groups, communities and organisations. These include respect for people's dignity, rights, capacities, uniqueness and commonalities; the sharing of power and resources, self-determination, collaboration, inclusion, transparency, and the mobilisation of people's strengths and capacities to meet their own aspirations. Wayne will provide an overview of the key frameworks and core skills and processes that have become integral to the approach.

Building Communities of Hope: Children, women and youth

Wayne McCashen and Venkat Pulla

This workshop is a step-by-step 'strengths-based' approach to community capacity building. Building Communities of Hope is about a community's capacity to learn, to change, to grow - and to build that most invaluable of commodities - respectful connectedness. This workshop with conversations from participants working in NGOs with predominant focus on children, women's empowerment, youth is focusing on the building of community by the community. How do we strengthen self-determination, 'power-with' and people's right to deep respect? How do we plan with communities to strengthen their competent decision-making and ownership? Topics explored include: 'pictures of the future'; labeling; 'ownership' of the process; the competency cycle; the column approach; appreciative audiences; noticing exceptions; reframing; facilitation skills; sustaining change.

Best Practices of UKS in Media Awareness on HIV/AIDS In Pakistan

Qudsia Mehmood

UKS Research Center on Women and Media has been working on HIV/AIDS for the last 7 years. It's an organization which emphasizes on gender sensitivity and the portrayal of women in the Media. UKS has been involved in Media Sensitization in Federally Administered Northern Areas (FANA), Kohat, Peshawar and Islamabad for three years. In this project we have travelled to all areas and provided desk trainings to Journalists to address the issue of non serious or no reporting on HIV/AIDS. UKS has been involved in the Sensitization of the National Media on HIV/AIDS with special focus on bringing forth taboo issues that are crucial for understanding HIV/AIDS from a Pakistani and then regional and global perspective. UKS has also looked at how Media and AIDS is a Development Issue? We have tried to mobilise the media persons towards a better understanding of HIV/AIDS from a development perspective. In this process it has also taken up capacity building of media persons for a more responsible coverage of HIV/AIDS issues, and their greater involvement in the national HIV/AIDS prevention efforts. UKS has also tried to gender-sensitize the Urdu language press on HIV/AIDS with the help of experts in the field for clarity and insight into an issue that is largely ignored by the Urdu media. In 2003 UKS became the only Civil Society Organisation in Pakistan to establish a radio production house and launch "Meri Awaz Sunno" (Listen to my Voice) a 15-minute, bi-weekly women's radio programme in Urdu - the first radio programme in Pakistan for women and by women. Its commitment to the issue of HIV/AIDS continued and UKS programmes brought to light the hitherto unaddressed gender perspective to different social issues which have largely been overlooked like HIV/AIDS. Research into such a challenging topic has added to the team's individual learning curve and heightened their own levels of awareness. When UKS ventured into production of commissioned programmes, the team started off with "GHURBAT, AMN AUR INSAF-EIK TIKON" (the Triangle of Poverty, Peace and Justice). In this, UKS in collaboration with The Asia Foundation produced a series of 10 radio programmes based on issues of and around Democracy and Good Governance. HIV/AIDS was an important issue that was taken up in these programmes. AIDS, Hum aur Aap – (AIDS and Us) was a 15-minute programme that UKS produced for Amal Human Development Network on World AIDS Day.

Strategies For Improving Productivity Of Knowledge Workers - An Overview

Shri. G.C. Mohanta, Dr. V. Kannan, Dr. K.P.Thooymani

Knowledge is the awareness and understanding of facts, truths or information gained in the form of experience or learning or through introspection. Two forms of knowledge are: tacit, or implicit knowledge, which can be held in a person's mind and explicit knowledge can be communicated to others and held in written documents and procedures. A knowledge worker is anyone who works for a living at the tasks of developing or using knowledge, such as, planning, acquiring, searching, analysing, organising, storing, programming, distributing, marketing, etc. The basic task in knowledge work is thinking which adds value to work through mental activities. Knowledge-work involves activities, such as, analysing and solving problems, deriving conclusions, and applying these conclusions

to other situations. The thinking in knowledge-work is not a step-by-step linear mental work. Knowledge-work uses knowledge to produce more knowledge. Knowledge workers are conversant with specific factual and theoretical information, find and access information from the vast sources of knowledge, use information to answer questions, solve problems, complete writing assignments, and generate ideas, present clearly, in spoken and written word. They must become and remain interested in finding information, memorizing that information, and applying it to his work. They must have the intellectual capabilities in understanding, recall, processing and application of specialized information. They are generally mobile & innovative. Their mobility is certainly one of the most relevant channels through which knowledge circulates to innovative industries. This paper proposes that knowledge worker's performance can be improved by providing access to relevant information; environments that promote this information's desired use, continuing educational opportunities, and a balance between guidance and autonomy. Knowledge worker can use Information Technology (IT) to access, process, store, and disseminate information. IT must be designed to reduce the amount of time knowledge workers spend on information access, management and manipulation and to increase the accuracy of these processes. Through mobile and wireless technologies, knowledge workers can make use of previously unproductive time, access corporate information as soon as it is needed, and communicate in real-time with colleagues and customers via multiple electronic channels regardless of location.

Role of Community Participation through JFM for Rural Development in India

Pratap C. Mohanty

In current development discourses it is rather odd to find any discussion about poverty minus the environment or about nature without people. India's national forest policy of 1988 was a landmark policy for local people's rights over forest resources. The policy recognized people's participation in using and protecting forests and suggested the forest communities should develop and conserve forests together with the state forest departments. Following national implementation guidelines in 1990, various state governments began implementing their own Joint Forest Management (JFM) strategies. JFM was launched in the early 1990s and made it possible for the forestry department to involve people and communities in the management of certain forests. This analysis tries to answer the two important questions: a) who participates in community forestry and what are the determinants of participation? And b) what is the impact of participation on household consumption and extent of poverty eradication for rural development? The hypotheses are tested with household level data (cross sectional data set) obtained from NSSO 54th round by applying econometric analysis (OLS method, Simple Comparison of Means Differences, Correlation analysis and percentage changes). The results suggest that household participation in CF (Community Forestry) is influenced by state geographic and policy differences, literacy, fuel wood scarcity, caste and occupational groups, and peer group effects. A key policy relevant result is that scarcity is correlated with participation. The findings regarding fuel wood consumption reinforce the poverty-environment hypothesis, which suggests that fuel wood collection will decrease with wealth because of increased opportunity costs of labor and changes in preferences. The evidences and facts in the analysis suggest that the poor people are very much linked to CPRs, thus the protection of those natural resources is essential for reducing the extent of poverty and simultaneously regenerating the environment, so that sustainable development can be achieved. It can be suggested that for the success of Community Forestry or Joint Forest Management in reducing poverty and improving the environmental quality in developing countries, one not only seek the perfect bonding of social capital, cultural institutions, will for participation, decentralisation, participatory governance, administrative reforms and role of international development organisations, but also quite essentially the political will and commitment.

A Discussion About HIV/AIDS and Culture

Chair: Chris Montgomery, with Apurva Pandya (India), Nduka Ozor (Nigeria), Silina Tagagau (Papua New Guinea), Bharati Shah (India), Rev Father Sebastian Ousepparampil (India), Sister Lourthu Mary (India), Simin Raheal (Pakistan), Ladda Jitwatanapataya (Thailand).

The high incidence of HIV/AIDS within developing countries is arguably one of this new century's most significant health and social issues. What part does culture play in the incidence of HIV/AIDS and what culturally appropriate means have been - and must be - deployed to combat this disease? This discussion panel brings together a number of field and other experts in the field within the Asia Pacific region and African countries to discuss the incidence of HIV/AIDS within their own countries and to discuss the strategies that they and others have deployed. Finding definitive answers to this problem is not the goal of the discussion; rather it is an opportunity for sharing insights and strengths based methodologies in the hope of a brighter future.

Community Reconstruction in Post-War Afghanistan

Humira Noorestani

Humira Noorestani was born and raised in the United States. Following her father's two year imprisonment and her grandfather's assassination at the hands of the Afghan Communist Government, Humira's parents migrated to New York. Humira grew up traveling the world but never able to visit the country she dreamed of every night. After graduating with a B.A in International Relations from the American University in Washington D.C. Humira finally got off the ARIANA AIRPLANE in Kabul. The Afghanistan she visited for the first time in 2004 was not the Afghanistan she had dreamed of. 25 years of brutality was present in the streets of Kabul through the remains of notable school buildings and the faces of the children of war. Humira could see the destruction with her own eyes. Following her visit to Kabul, Humira started Ariana Outreach which aims to provide programs that improve the

living conditions in rural areas of Afghanistan. Ariana Outreach also works to shed light on the beautiful culture of Afghanistan and builds partnerships between Afghans and Americans. Humira created The Afghan and American Sisterhood Award which will be presented to Ms. Sonia Nassery Cole, founder of Afghanistan World Foundation and Ms. Charlie Ponticelli from the Department of State for their efforts to empower Afghan women.

Strengthening Groups and Communities through Collaboration Action

Rita Noronha

The presentation will provide detail about a strength based approach toward strengthening groups and communities through collaborative action. The work is based on the following experiences: teaching and field work guidance since 1971; both Micro and Macro based research studies that are practice centred oriented; facilitating and supporting organizations of the marginalized groups; collaborative work with the government and non-government organizations in fields such as promotion of women and child rights; experience of producing educational modules for the training of animators, women representatives of Panchayat Raj or local self government bodies. Some of the Strengths of Indian Communities that will be considered in this particular account of Strength Based Work include: innate potential of the people especially the marginalized groups for self and social transformation; the native wisdom and deep rooted spiritual traditions of the people; the traditional knowledge based on centuries of lived experience; the Syncretic / Pluralist cultural roots; progressive Indian Constitution and some legal provisions; strong rooted traditions of resistance against injustice and violation of human dignity; the availability of many exemplary models and alternative visions of self and society; the availability of material resources (varying in extent) among the marginalized groups. Some of the outcomes of Strength Based Interventions have included the following: deeper critical consciousness of self imposed identities and social realities among the various groups and communities; increased commitment and competency levels among the focus groups through acquisition of attitudes, skills and knowledge; effective organized action on the part of focus groups to improve their situation by building on their abilities for collective planning and problem solving; result centered joint actions by various non-government organizations to pool their strengths and resources towards empowerment of the marginalized groups; strengthening the progressive social movements of women, farmers, fisherfolk; increased competency to manage both individual and collective economic enterprises by the marginalized groups to increase their access to and control over resources; utilisation of relevant traditional as well as modern knowledge and practices for progressive change in localities (i.e; sustainable farming).

The Life and Work of the Sunshine Welfare and Remedial Association (SWARA)

Moyia O'Brien

In the early seventies Moyia O'Brien (an Occupational Therapist) and her twin sister, Dorothy realised there was a great need to provide a place for people who were not catered for by another organisation as they were deemed unsuitable because of their complex problems. So they decided to set up a place where these people could come on a daily basis to experience more fulfilment in their lives by providing programmes that would help them to grow and achieve their full potential in an atmosphere of love and security. This presented many problems, but with dedication, enthusiasm, divine help and the care and co-operation of many people it was achieved, and S.W.A.R.A has continued to grow and develop into the wonderful organisation it is today, admired and respected not only in Australia but throughout the world. They believed that "If your mind can conceive it and your heart can believe it, you will achieve it."

Strengthening Community Health in Remote Rural Areas of India - the Odyssey of Catholic Health Association of India (CHAI)

Rev. Dr. Sebastian Ousepparampil

Poverty and communicable diseases, especially HIV/AIDS pandemic world-wide, are nullifying the previous health gains. Widening gaps in income and shrinking access to social services as well as persistent racial and gender imbalances can be attributed to this situation. Governmental double-talk, lack of political will and commitment and bureaucratic betrayal have resulted in the progressive weakening of public health care systems the world over. As per the human development Index (HDI), India figures far down in global ranking in terms of health care, education, drinking water and sanitation. It does not mean that India's performance in the social sector is uniformly poor. We can boast of some of the best health care and medical research institutions in the world. The press praise India as a health care destination fit for the people of developed countries. We have many world-class educational and medical institutions, and yet India's overall ranking in literacy and health care is lower than that of many smaller nations in the world. We have a booming economy on one side and a tottering health care system on the other. As said by the ICHI report health services of our country are in an "advanced stage of decay". The Catholic Health Association of India (CHAI) since its inception in 1943 has been adapting itself to the changing health scenario of our country by catering to the emerging health needs of the people. Adapting community health as its focus, it has been successfully promoting community health interventions throughout the country especially in the remote areas. Understanding the health scenario of the nation, CHAI on the occasion of its Diamond Jubilee celebrations in October 2003 spelt out "Universal Access to Health" as its long-term goal. CHAI has been working towards strengthening community health by evolving an affordable, accessible and sustainable health care system to meet the needs of the people as part of the Universal Access to Health. To help realize the overall objective of Universal access to health care, various innovative projects and programmes

have been chalked out to suit the goal. Organizations and people sharing CHAI's philosophy and goals have been identified to journey together towards the goal.

HIV/AIDS Prevention: A community based organization approach in Mgbala, Nigeria

Nduka Ozor

In Mgbala Agwa community, no one is sure just how many people have died due to HIV/AIDS, but from every indication the level of knowledge about HIV/AIDS among the people is relatively low especially among the illiterate populace which forms more than 75% of the entire population. Until recently, little information has been available on HIV/AIDS in Mgbala Agwa because of little or lack of understanding and belief about some health issues in the community; the local HIV/AIDS awareness campaign organized by Mgbala Agwa Youth Forum, is the only source of HIV information for the people of Mgbala Agwa which is in Imo state where the HIV/AIDS prevalence rate is 4.2 percent out of a population of 3.3 million. There are several cases of HIV in Mgbala but the number of persons currently infected with the disease is not clearly known due to unavailability of a HIV testing centre. Poverty and lack of information are generally accepted to be two of the major factors contributing to the spread of the disease. Owing to the potential for rapid spread of the disease to the general population, it is necessary to intensify urgently the efforts to promote preventive measures and behavioural change throughout the Mgbala population particularly among young adults.

Voices of Invisible: Psychosocial and mental health issues of MSM (men having sex with men)

Apurva Pandya

This purpose of this paper is to share generic psychosocial and mental health problems, other than HIV/AIDS, identified during HIV/AIDS counselling intervention through case history analysis of self identified MSM. (N=250). Out of 250 cases, 190 (80%) of MSM experienced coming out with one's sexual orientation to one's own self, friends and family as a stressful situation. Around half of MSM experienced confusion / conflation of sexual orientation with gender. Pressure of heterosexual marriage and marriage of partner is experienced as psychologically and emotionally disturbing by 75% of the MSM clients. Difficulties in dealing with female partner in terms of interpersonal relationship and intimate relationship is added stress. Psychosocial factors often predispose MSM to Mental Health problems such as: More than half of the MSM experienced Anxiety – particularly anxiety is developed as they feel worried about their sexuality and MSM activities. About 60% of MSM evidenced clinically diagnosable depression during counselling intervention. And 15% of them reported suicidal attempt and 10% of MSM had suicidal ideation. Some of the MSM (15%) evidenced self destructive behaviour. This paper throws light on all these aspects of MSM counselling which is not just restricted to HIV and STIs.

Stakeholder Participation that is Working

John Pettit and Silina Tagagau

Stakeholder participation is working in maintenance management of school infrastructure at Lobunakoupa and Kuria Primary Schools in the Brown River area of Central Province, PNG. It is early days, as entry to the schools under the Basic Education Development Project (BEDP) is only one year old. However, entry for community mobilisation, which is most difficult, appears to have been very successful. Measures of success are: i) Evidence of a good understanding by Central Province Education Office staff and District Women Facilitators (DWF), of the aims of the Project, and the activities to be undertaken; ii) Board of Management Facilitator (BOMF) Teams which are committed to their roles, and which are undertaking visits to nearby and remote schools; and iii) Two schools in the Brown River area where communities are managing school infrastructure maintenance. At a briefing in the Central Province Education Office (PEO) the Provincial education staff and the DWFs clearly articulated the aims of the Project and activities that were being undertaken. All were on the same page in terms of understanding and all were committed to what was being undertaken. There was a demonstrable sense of purpose from all involved staff. This was remarkable as there was no conflict or obvious misunderstanding of the Project's intent and its means. At the briefing in the PEO, the BOMF Teams (each comprising a volunteer DWF and a Department of Education staff member) described their nearby and remote area schools visits programs. The Teams recounted their experiences of these "patrols" and the responses of communities visited. This appears to be a watershed in the Government's physical re-connection with rural communities, especially the visits to remote schools. Two schools in the Brown River area, one State the other Church agency, are practicing community management of maintenance of school infrastructure. The schools have functioning Boards of Management (BOM) with community links. The communities have identified and are implementing school maintenance/rehabilitation priorities. Community resources, money, expertise and native building materials are being used in implementation whilst awaiting maintenance funds from the Government.

A Domestic Violence Coordinated Project-Going Beyond Victim Support

Dr Prasanna Poornachandra

Domestic violence is a silent crisis that happens daily and with impunity behind closed doors and within close relationships in many Indian homes. Community gender norms tacitly sanction domestic violence. The strongly held belief that marriage as a social institution should be preserved at all costs and that family honour is important forces women to remain silent on the issue and live with abuse. Unfortunately this is a shared philosophy with the criminal justice system, further victimizing the woman. 'Survivalistic corruption' (Prasanna, 1995) adds fuel to the

fire. This paper describes and analyses a coordinated (women police unit and a social agency) project, Udhayam- A PCVC Community Support Unit, based in Chennai, India. It highlights the success of an integrated response model that would enhance victim safety, reduce secondary victimization and incidence of domestic violence. The program run on an experimental basis for one year has come out to be an ideal community-based integrated response model with the police and the social and health services together to provide interventions. It paves the way for a Domestic Violence Integrated Response Program that will reduce secondary victimization and enhance victim support through inter-agency cooperation and collaboration.

Human Values at Work

Dr Venkat Pulla, Coralie Graham and Rita Kugler

How do you work? How do you view your career and your contribution to the world? Does something require change? Human Values at Work focuses on how you can work and change. It focuses on how you can work in accord with your inner view of life and five human values that are found in all cultures and spiritual traditions: Truth, Righteousness, Peace, Love and Non Violence. The workshop draws from Vaclav Havel, Florence Nightingale, Aung Suu Kyi, Gandhi, Bishop Desmond Tutu, Martin Luther King, Mother Teresa, Albert Einstein and the practical business sense of Joanne Zimmerman, Ashoke Maitra, Lars Kolind, and Debra and William Miller amongst others. This workshop will develop the following 'how to's': seek opportunity by offering less resistance; broaden horizons; be creative and less defensive; rise above dualities and paradoxes of win lose-either or; and exercise wise heartfelt discernment and finally generate a sense of a caring working community.

Media the Social Conscience

Simin Raheal

The paper will address the need for helping the media acquire a social conscience. Using a blend of holistic learning and borrowing from different fields in order to address the complexity of development problems that hinder development and to address the structural barriers that are experienced by the activist the media can help transform negative personal biases of the future generation who will be better equipped to redefine education and development through the media. Societies that want to push the boundaries and epitomize themselves through social justice need to educate, inform, and enlighten the future generations. Interfacing education and development through the media is a vitally important aspect that insures learning and enlightenment. Due to the lack of educational resources we have a very large listening audience and the media reaches these individuals thus the media, electronic and print is undeniably the most powerful tool of conscious and unconscious communication. In recent years we have all witnessed its power to effect societies and individuals, we have experienced it as a political, economical and social tool. The pluralities of cultures, the acceptance of diversity needs to be understood and accepted. Human capacity building is the path to future stability. It is the essential need of the time that individuals begin a positive learning and transformation by realizing the negative learning and biases. The paper will further discuss the need to understand social development and its various dimensions and how donor language needs to be translated into the real communication by the media if the general populace is to understand why they need to review their age old biases. People are not statistics they are real individuals who need real information and it is the responsibility of the media to deliver this. The paper will also share a personal journey through a territory mapped by indigenous practices and negative learning. Sharing this perspective will help attendees realize that though globally scattered the challenges faced are similar hence solutions are also similar. It is a glaring reality that economics plays a vital role in the implementation of development programs but without economic support the will, creativity and diversity can overcome major hurdles.

Strengthening Social Work Education in Sri Lanka

Amarawansa Ranaweera

Social work education started in Sri Lanka in 1952 by the establishment of the Institute of Social Work with the initiative given by Dr. Dorothy Mosess from the University of Delhi. There were only short-term training programmes conducted by the institute. However it came under the Ministry of Social Services in 1964 and became a training institute of the Ministry. The institute changed its name to the Sri Lanka School of Social Work and a Diploma in Social Work commenced in 1978. There was a need to train social workers at graduate level and the school made requests to the Universities but they were unheard. There was a legal problem with the School of Social Work to confer degree certificates as it was not recognized as a degree awarding institute. Calgary University in Canada came forward to assist the school to develop a graduate programme in 1986 but ended up without many results but the school was re-established as an independent institute under the name of National Institute of Social Development. The requests made to the University Grants Commission to permit the NISD to confer a degree programme in Social Work but it recommended a collaborative project with the University of Colombo. The BSW programme started last year with the assistance provided by the UoC. However there is a great need to have qualified staff to teach at graduate level. To train the staff we have to send them abroad as no university in Sri Lanka has Post Graduate Social Work education programmes.

Strengths Perspective in Mental Health: Evidence based case study

Aarti Rangan and Sekar, K

Psychiatric Social Work intervention entails dealing with mental and emotional problems of clients, in a mental health facility, through methods of social work practice. However over the past few years, a strengths-based approach to case management with people with severe mental illness has emerged (Saleebey, 1992; Sullivan & Rapp, 1994; Weick, Rapp, Sullivan & Kisthardt, 1989). This paper reviews empirical evidence and illustrates an evidence based case report to show that the strengths perspective in psychiatric social work practice influences both the well-being and the coping of people with mental illness. A case of Dysthymia (marital discord with primary infertility) demonstrates how psychiatric social workers can assess the strengths of the client (using the SWOT analysis), help the client develop resilience, evaluate that treatment and empower the client to deal with future adversities. This case emphasizes how psychiatric social workers can help a client with mental illness cope with critical factors through the use of clients' innate strengths and opportunities. The authors also show mental health practitioners how to match the clients' strengths and opportunities to interventions and desired outcomes. Mental health professionals can thus help clients gain insight into their innate strengths, increasing resilience and improve their well-being.

KEYNOTE ADDRESS Human Resources Development in our Society: Some Thoughts for the Future

Dr. T V Rao

HRD at the societal level may be defined as building enabling capabilities of individuals, families, groups, communities, countries and cross national agencies to enhance the longevity, skill base and quality of life of its people through various interventions. While the interventions for HRD may aim at literacy of adults, schooling of children, empowerment of women, creating opportunities for all those discriminated by birth, investments in science and technology, and caring for the environment; government agencies, NGOs and the corporate sector are the three distinguishable categories that can make these interventions succeed. Distilling from the last 50 years of living, experience in India and other countries the author attempts to outline an agenda for the future focal points for HRD interventions as well as roles for various agencies including the corporate sector, Government, NGOs and International Funding agencies. Dr Rao will draw lesson and set an agenda for the future of the HR profession. The keynote address focuses on the fact that HRD can be a tool for peaceful and healthy co-existence of all on this earth and talks of how a new HRD can make this possible.

Strength Based HRD Audit

Dr. T V Rao

People make things happen. If people processes can be studied, analysed and appropriate systems established NGOs, GOs and corporations can achieve their goals faster and help communities they intend to serve. With the realisation of employees as a critical factor in bringing happiness to others HR has come under focus. HR Departments have been established with all such good intentions. Strength Based HRD audit is a systematic evaluation of the existing HRD strengths in terms of systems, competencies, structure, processes, practices, and culture with a view to build on what exists to what does not exist and add new strengths to a on-going organization. It uses the same techniques and methodology as HRD Audit with the main difference in perspective. It plays down what is lacking, and builds on what is available. It treats what is not there as an opportunity and builds new strengths to utilize the opportunities. This workshop explores various experiences in HRD audit by the author and his team, with some corporations and presents its potential as an OD intervention. By giving a new perspective of Strength Based HRD Audit it is believed that the potential of HRD audit and its use can be enhanced.

Women Entrepreneurship Development: Being part of the mainstream

Ms Uma Reddy

Over the recent years, the world has made tremendous economic and technological progress. Efforts in the decade after the International Year of Women, and subsequent women's movements, have brought major focus to economic development of women. In the last two decades we have seen an emergence of women as active participants in the growth and development of a country. In some Asian countries, organisations, women entrepreneurs themselves have played a significant role in not only contributing to economic growth but also in upgrading the social status of women. It is clear that we need to develop and encourage organisations involved in entrepreneurship development among women. Such organisations, may need to be nucleated and nurtured till they are able to provide necessary support independently. In addition formation of networks among various organisations needs to be encouraged. The network would need to consist possibly at different levels - global, regional, national and local, involving a combination of different agencies and individuals, so that focus is on a holistic approach to development and sustenance of entrepreneurship among women. Some efforts are being made and there is scope for a lot more work to be done by various organisations in this regard.

Good Practices in Indigenous People's Development Plan

Satyajeet Sahoo

To fight poverty and accelerate economic growth, development projects have been initiated and implemented by the Central and State Government in the Irrigation & Power sector in India. The main objective of such development projects is to improve the planning and management of the states' water resources and to increase agricultural productivity through irrigation. The State of Orissa has assigned a high priority to the irrigation sector where a large number of dam projects have been taken up. Invariably, such development activities run the risk of causing socio-economic disruption that includes, inter alia, the displacement of population and the acquisition of private land and property of those in the project affected area. These dams are invariably located in remote rural and forest areas where there is a high concentration of tribal population (up to 40%) and it is these that have been the worst affected. More recently, issues related to displacement and inadequate resettlement, have led to a phenomenal rise in activism against developmental projects all over the world. To alleviate the suffering of those displaced a number of international funding organizations, along with the Central and the State Government of India, have devised a series of remedial measures. In the Orissa Water Resources Consolidation Projects (OWRCP), for example, the funding agency (World Bank) took into account the plight of the tribal peoples, and prepared an Indigenous People's Development Plan (IPDP) for those who were directly or indirectly affected by the project. The Plan, prepared by the consultants through a field survey was later modified by the community during the implementation phase. This paper studies the positive effects of the Indigenous People's Development Plan (IPDP) on the adversely affected tribal peoples in the vicinity of large dams. This is one program where the strength of the tribal communities has been utilised through a well thought out participatory approach to mitigate the negative impacts of the project on tribal populations. Some good practices showing collective strength of the communities have been documented and presented in the paper along with pictures.

Strengthening Resilience within Families in Addiction Treatment

Ms Lakshmi Sankaran, Dr D. Muralidhar, Dr Vivek Benegal

Addiction treatment must now weave in resilience oriented methods as part of practice to foster family empowerment in alcoholic families. Strengthening protective factors within families will help children of alcoholics at risk, and prevent early onset alcohol dependence. Interventions including research must move beyond routine addiction treatment issues and view families from a strengths perspective. Families of alcoholics are families in distress. Alcoholism has been characterized as a family illness, in that the individual family members participate in the dysfunctional behaviour of the alcoholic by assuming faulty behavioural patterns. It is now well established from research studies that alcoholism runs in families and children of alcoholics are four times more likely than other children to become alcoholics. Though genetic factors play a part, a balance between environmental and genetic factors is important. Resilience by the family in the face of such adversity through strong family relationships on the potential negative effects of alcoholism protect children from developing problems in childhood as well as alcoholism in adolescence and adulthood. Healthy interaction within the family including cohesiveness, rituals celebrated in the form of festivals and traditions culturally relevant, routine activities like mealtimes, strong social support networks both within and outside the family and specific strategies to deal with stressful situations are found to have such protective influences. The presence or absence of these factors helps some alcohol-impaired families 'transmit' problems to the next generation while in others the cycle is broken. This paper is an attempt to present a framework with specific methods that need to be included in addiction treatment by mental health professionals, besides providing a basis for further discussion to strengthen key processes for resilience, making alcoholic families, especially children, more resourceful in handling crises, at the same time equipping them to meet future challenges.

Yoga: A strength based strategy to manage our own selves (poster)

Lakshmi Sankaran

Modern times with rapid urbanization, technological advances and material comforts have not made the modern human being happy. It has led to stress in our current post modern scientific era in all walks of life and the Western approach to remove 'symptoms' has been seen as insufficient. The practice of Yoga as a holistic approach to address both physical and psychological well being is fast gaining importance in recent times, and can enrich mental health professionals' personal lives, at the same time be used to help others. The objective of this poster is to present an orientation on Yoga, especially relevant to mental health professionals - as a 'strength based strategy' to manage each day through regular practice to maintain equanimity both in our professional and personal lives.

Deinstitutionalization of Women with Chronic Mental Illness Who Were Hospitalized for Decades

Bharati Shah

Ideally, deinstitutionalization represents more humane and liberal treatment of mental illness in community-based settings. Pragmatically, it represents a change in the scope of mental health care from longer, custodial inpatient care to shorter outpatient care. But at the same time deinstitutionalization is having a negative impact on clients, especially on women, who were hospitalized for decades for their mental illness. They are getting discharged with a hope that they will be able to reintegrate with their families, but their hope is often lost due to a gap of decades, as everything has changed within their homes - guardianship, head of the family, decoration of the home; all small

and tiny things get reshaped or changed; she feels herself as a guest at her own home or treated badly by the next generation. She feels hospital is a safer place to stay than with her own family. It is resulting in more homelessness and re-institutionalization.

We Can End Violence Against Women (Oxfam) – A Public Awareness Campaign Focusing on Modelling Solutions and Strengthening Communities

Trupti Sreedharan

WE CAN end violence against women is Oxfam's South Asian regional campaign to end violence against women in six countries of South Asia -- Bangladesh, Sri Lanka, India, Nepal, Pakistan and Afghanistan. This paper describes the campaign model and its focus on modelling solutions and exploring alternative media options while building and maintaining partners and measuring outcomes - strengthening communities. The three pronged approach of the WE CAN public campaign shows that its not just another campaign to educate the public on the issue of violence against women but 'engages them' in the process. It not only provides information but also models behaviour and not just identifies the problem but also invites the participant to become the solution. While most campaigns work on primarily targeting the victim or the abuser, WE CAN places the issue on a social context promoting public engagement and advocacy and strengthen the community by bringing about changes in policies and social institutions. While most focus on building awareness WE CAN models solutions to help people understand what actions they can take to make a difference. Rather than concentrating on paid advertising the powerful campaign lays emphasis on street theatre and public interactions. The paper tracks the campaign's approach in sustaining success at raising awareness, changing attitudes and behaviours, engaging communities in domestic violence and the violence against women movement and ultimately reducing the incidence and/or reporting of relationship violence - its beyond awareness.

Personal and Organisational Journeys

B. Sudhakar and V.N. Kantharao

This paper is an account of a three year journey from two change agents representing inside and outside practitioners, in the context of a corporate entity that was at the outset of a decline. The approach utilized was based on leveraging and complementing the capabilities of an internal change agent in the HR function and an external change agent in successfully transforming the organisation. Deriving strength from Rogerian humanistic psychology, it is believed that more than the technology of change, the skill of change agent in 'being' a change initiator will bring out the best in others. It is this 'quality of being' of the person that enables us to see the strengths in other person/s or client/s. The key factors the authors consider as critical in their efforts to bring organization wide transformation include: value orientation, conviction in ourselves, sense of purpose, congruence, and belief in the power of experiential methodology. Key success factors for the achievement of the transformation agenda will be discussed.

Building Community Strength to Address Barriers to Health and Wellbeing

Frank Tesoriero, Miriam Samuel and Prince Solomon

This paper will describe a community project in a poor rural community in south India. It will describe some of the strength based processes and some outcomes to date. The project is based on much literature and evidence that health is determined by social, economic and political factors, such as poverty, poor access to resources and lack of opportunity to participate in decision making. The project is a three year project and its scope is one Panchayat, consisting of 10 villages, hamlets, dalit colonies and field huts. However, in the first five months of the project we have concentrated on one village of 25 houses. Here, we have used Appreciative Inquiry as a means to practice a strengths based approach with a community. With this methodology, we have engaged in a process with the local people which has, through their stories of their past achievements, allowed them and us to discover their strengths and resources, to dream for their future, prioritise and design a plan for reaching a dream and delivering, or implementing that dream. The dream they chose is an export garment and tailoring unit. To date, they have harnessed a wide range of resources within the Panchayat, including land, building materials, sewing machines, tailoring experts and a linkage with a potential market in Australia and France. Recently in the project, exclusionary practices by people from the backward castes towards dalit people became evident. This was contrary to the principles of human rights and social justice that underpin the project. We are addressing this issue by working with the wider community to establish a Panchayat-wide Community Development Committee which will work towards self management of the tailoring project and other projects that will be initiated in the Panchayat. This committee is representative of the diversity of the Panchayat, including gender and caste. The project is named "Healthy Districts Project" and is a partnership between two Indian, and one Australian organisation. It is based on the WHO Healthy Settings approach. However, our starting point is a local community rather than a District. This is a deliberate strategy because we believe that in order to maximise genuine participation that includes decision making ability, we must start at the grass roots level, where people identify with their local community and can play social citizenship roles through participation. We believe that beginning at a District-wide level runs too much of a danger of a top-down approach and perpetuating the power relations that deny the strengths and resources local people have to transform their lives and their relationships with wider structures.

Social Work Practice: A Perpetual Odyssey Towards Strength's Based Practice

Pam Trotman, B.SocWk., Dip.Ed

This paper will retrace, from a reflective viewpoint, a 40 year journey through professional and personal challenges as part of ongoing efforts to discover and utilise my strengths as an integral part of social work practice. It will cover terrain in which forces such as internalised dominance threaten to undermine or disrupt my strengths and capacity to reach professional maturity. It will describe the journey inherent to exploring the implications of applying principles of social justice, self determination, uniqueness of the individual, and respect for difference. It will attempt to take listeners through the dark, lonely, often terrifying realm of fears and prejudices – country we must travel if we are to break free of those forces to encounter our humanity – the cornerstone of good social work practice. It will chart the trials, challenges and triumphs resulting in confidence in myself as a social work professional, the future, and a sense of belonging to the global struggle to achieve just and equitable societies, as well as being part of the social work profession's contribution to that collective effort. The paper will conclude by describing a vision for the future and the likely challenges facing those people who attempt to achieve that vision.

Towards a Stronger, More Caring Community - a Non Government Organisation's Experience of Building the Capacity of Local Communities

Metaxia Tsoukatos & Bernadette Richards

Metaxia and Bernadette are very proud of the community in which they live and work. In this workshop they will share with you some demographic information about their home town and identify a number of key issues that the community is currently experiencing. They will discuss the organisation that they are currently employed by (Mallee Family Care) and some of the work they have been involved in to strengthen and build the capacity of their community.

Empowering Social Work Education and Practice: Applying the Strengths Perspective

Prof. V. Uma, G. Gopala Krishna Murthy

The Social work Education in India with a 70 year old history has traveled through various phases while undergoing changes both in content and approach. The focus however has been more on the content than on the approach, which adopted to a large extent, a problem solving approach at the micro level. The changes during the last decade or so have recorded a shift and provide evidences of the adoption of a strengths approach, either consciously or unconsciously. The key areas of such application include curriculum development, field work and student support to enhance performance. The other area of promoting the strengths perspective has been social work practice through a process of capacitating NGOs, their staff and the communities while building the concept into the project proposals and components. The paper discusses the application of the strengths perspective in social work education and practice drawing examples from the author's experience as a teacher and practitioner. The key areas of practice include HIV/AIDS, trafficking of women and children, youth development and institution building, while drawing support from Gandhian Ideology and Strategies. The paper concludes by highlighting the need for a conscious effort towards adopting the strengths perspective in social work education and practice.

Networking for Women Empowerment: A study of SHG movement and its strategies in Tamil Nadu

Dr. P.Madurai Veeran

After the success of Grameen Bank experiences in Bangladesh, the self-help group movement gained momentum in most of the developing countries. India is no exception. In 1989 women SHGs began in Tamil Nadu's Dharmapuri district as a poverty alleviation programme among the agricultural workers with active assistance and supervision of NGOs. Now it has developed both in rural and urban areas into a movement under the name "Magalir Thittam" aimed at empowering the women, who have been sidelined for centuries. It is in this context, this paper strives to explore the various strength-based strategies adopted by NGOs, such as formation of SHGs, federating SHGs, and networking SHGs. As a result of the SHG movement, women have come out of their homes and taken part in socio-economic, developmental and political activities. Emergence of the self-help group movement has paved the way to break the social, cultural and religious barriers and increase the access to financial resources at women's disposal. SHGs have reduced the vulnerability of poor women and created better awareness among them through group formation and sharing of information regarding resources, market, and social improvement. SHGs as a tool of social engineering in the hands of NGOs and Government have penetrated all walks of women. There are vegetable vendors, auto-drivers, mini-bus operators, department store owners, fishing vessel operators, chairperson of Panchayat and stone-quarry contractors - all from SHGs. This paper will present a few success stories of SHGs with illustration from Tamil Nadu.

Strengthening One Another: The ripple effect of positive connections

Amanda Vos, BSW, MAASW (Acc)

In March 2002 as a newly graduated Social Worker, Amanda embarked on what was to prove a life-changing journey. Setting off from Brisbane, Australia, she traveled solo throughout the USA working on an international film project that aimed to provide a forum to explore the issues of self-care and professional well-being whilst also celebrating the diversity of Social Work. Privileged to live with and share in the lives of dozens of social workers

and their families, the initial three month journey in the USA became an unexpected launch pad for a variety of other opportunities ranging from guest lecturing, media appearances, writing, and being presented with work and elected roles that were usually reserved for older, more experienced colleagues. With the five year anniversary of the start of this odyssey fast approaching, Amanda was inspired to reflect on how that initial experience proved to be the catalyst for a ripple effect of positive interactions, relationships, employment opportunities, travel, creative discoveries and an overall enriching professional journey for not only herself, but more importantly for fellow colleagues who were 'drawn into the web' of the unstoppable international network that had been born. Amanda realized that every positive professional experience had been born from either creating and/or tapping into supportive connections and networks which have proved a source of strength, support and inspiration for herself and others she has encouraged to 'get connected' in order to pursue and fulfill their own goals and dreams. The presentation will draw on this Social Worker's real life example of how by daring to venture beyond the traditional pathways, we can forge incredible experiences not only for ourselves, but even more so for others. She will encourage participants to think of ways to create new connections or join existing networks to enhance ones own, or another's, situation. Amanda will also discuss how age, location, and level of experience need not matter, because when one ventures forth, others will follow...and all can be strengthened.

Strengthening Remote Services: An Aboriginal & Torres Strait Islander Communities DVD Presentation

Larissa Walker

RAATSICC's philosophy is caring for children in a holistic way and includes programs that encourage the personal and social developmental, cultural and spiritual well-being of children and encompasses Child Protection as well as Child Care. Since its inception, RAATSICC services have expanded to meet community needs, based on increases in community population, greater awareness of community requirements and more qualified community workers on the ground. The RAATSICC program assists remote Aboriginal and Torres Strait communities to respond to the needs of children and their families in a culturally appropriate way by utilizing strengths of individuals, and the community.

"Work with Me": Training for Best Practice with Substance-Using Mothers

Sydney Michelle Weaver, MSW, RSW

Contemporary child welfare discourse has shaped practice standards and created documents that intersect to shape the lives of substance-using mothers. Historically the discourse, reflective of a shaming culture, has condemned the substance-using mother. A focus on empirical, deficits-based documentation excludes hope and resilience, adversely affecting both child protection social workers and substance-using mothers. Fortunately, a strengths-based discourse and practice are emerging. This paradigm shift demonstrates potential for reconstructing child welfare discourse and practice as helpful rather than harmful. Consistent with a commitment to a strengths-based discourse and practice, this paper will discuss findings from two surveys and a qualitative study conducted in 2003, British Columbia's Ministry of Children and Family Development's revised standards of practice, and current alternate practice approaches. Strengths-based child protection social worker training, developed and conducted in response to research findings relating to best practice with substance-using mothers is described. Of particular importance will be workers' evaluation of the training and the subsequent revision of the training. Recommendations will include practical tools for workers to adopt within the current child protection system in British Columbia, in addition to recommended changes in service delivery at both the policy and practice levels.

Fir Square Combined Care Unit (paper and poster)

Sydney Michelle Weaver, MSW, RSW and Sarah Payne, RN, MA

BC Women's Hospital in Vancouver, British Columbia, Canada, opened Fir Square Combined Care Unit in 2003 to serve pregnant women struggling with substance misuse. Fir Square provides a harm reduction, strengths-based, non-judgmental, supportive approach with substance-using pregnant women. The program objectives are to help women reduce substance use and related harms, improve infant health outcomes and increase numbers of women safely retaining custody of their infants, increase access to medical services for substance-using women and increase numbers of women accessing treatment for problematic substance use.

Australian Aboriginal Culture Workshop

Duncan Williams

Duncan Williams from Beaudesert, Queensland, is proud to identify himself as an Aboriginal person of Australia with a Scottish descent. In this two hour workshop Duncan will share his story of growing up in a time when the *White Australia Policy*, the *Aboriginal Protection and Restriction of Sale of Opium Act*, and the *Aboriginal Preservation Act*, were in full force. Duncan considers himself lucky not to be taken away from his family. He will provide an overview of what his Aboriginal family faced during three periods of Australia's history: Terra Nullius (meaning "unoccupied land"); vulnerability of removal from their families under a range of legislation (1890s – 1940s); and children confined to dormitories and government settlements (1941 – 1965). Participants will be taken on a journey through Australia's Aboriginal history and culture, and inspired by the strengths of Duncan and his family.

Beyond Boundaries: Creative thinking workshop

Irena Yashin-Shaw PhD

Every life, community and workplace faces challenges daily. If those challenges are approached with an attitude of mindfulness and creativity then the outcomes will be more beneficial and productive. This ‘hands-on’, ‘minds-on’ workshop will show people how to access and apply the vast store of knowledge and understanding we all have in order to solve challenges creatively and usefully. It is designed to unlock the enormous potential stored within all of us. Based on her PhD research, Dr Yashin-Shaw delivers a completely new cognitive tool for thinking creatively which incorporates some of the well known elements used in creative problem-solving but goes beyond these to place them in a broader context. The new model called *StrateGEE®* helps people to not only initiate the creative thinking process but to then sustain it until they reach the outcome they seek. The workshop reveals powerful techniques to: generate ideas; explore emerging solutions; evaluate potential outcomes; and think strategically. Participants will become familiar with using different modes of thinking to solve different kinds of problems. Participants are invited to bring along some issue or challenge which would benefit from an innovative approach for possible work-shopping.

Thinking Beyond the Boundaries: A New Model for Creative Problem-Solving

Irena Yashin-Shaw PhD

We are living in an era of unprecedented global change and knowledge proliferation. We need new ways of thinking about the challenges facing our global village as well as the challenges that face us every day in our lives and in our jobs. Thinking creatively about these challenges has the potential to strengthen individuals, communities and organisations by enriching problem-solving and decision-making processes. Gaining facility with creative thinking strategies can help people, teams and leaders at all levels to use innovative approaches to existing challenges. Now more than ever we need conceptual tools to help us break free from the constraints of habitual thinking. In this session a new research based model for creative problem-solving is presented. The *StrateGEE®* model provides an heuristic approach or framework to thinking creatively. It identifies four different kinds of thinking used during creative problem-solving; mechanisms by which cognitive resources may be synergistically and creatively deployed; and ways of combining knowledge and thought processes to produce creative outcomes. It incorporates some of the well known strategies used in creative problem-solving such as brainstorming, perspective-shifting and synthesising but adds to and goes beyond these to place them in a broader context. The model therefore is a compilation of many strategies designed to help with the generation of new ideas, as well as the exploration and evaluation of these ideas. It also incorporates the important role of strategic thinking which guides the whole process. Unlike some approaches to creative thinking which focus primarily on idea generation; this model scaffolds the entire problem-solving process from conceptualisation through to final outcome recognising the fact that if original ideas are to be valuable then they must also be applicable and useful.