

Mayday Trust

Formed in the early 80's and spending three decades working as a traditional housing related support and accommodation service, over a decade ago, Mayday Trust embarked on a journey of discovery. Through our deep listening research, we identified that what we were offering to people wasn't enabling them to create and take ownership of lasting changes in their lives (see [Wisdom from the Streets](#)). Essentially, the issue was not the people or person, but the system around them.

Not wanting to continue being part of the problem, we gave up on our supported accommodation services and developed the [PTS Response](#) - a radically Person-led, Transitional and Strength-based alternative to traditional support work.

The PTS offers people going through tough times the type of strengths-building coaching usually only available to executives and elite sportspeople, alongside support to connect or reconnect with others, to join or develop community activities, and to coproduce more human and responsive local services.

Our work is evidence-based, having been evaluated by New Economics Foundation, Stanford University and others. Seeing the difference it has made in the lives of the over 700 people we have worked with directly and over 2000 people through our partners delivering the PTS, we now use the learning from our own journey and transformation to help other charities, provider organisations, and local authorities, to make their move towards becoming a truly values aligned, strengths-based organisation.

The offer under Enhance:

Our offer is open to charities at all stages of their strengths-based journey – from those who have never explored the concept in practice to those that feel they already have established working practices in these areas but want to continue developing these.

Building on the relational funding approach taken by Lloyds Bank Foundation, and in line with Mayday's values, all of the work we provide will be developed in collaboration with you. It will be based on your individual support-plans, and address your charities' priorities and practical challenges in embedding person-led and strengths-based working across all levels of your organisation, regardless of your sector or area of work, so that you can grow stronger and use your ability to form close relationships with your communities as a USP with your partners and funders. We will also offer you organisational membership of our practitioners' Strengths-Based Network, to provide ongoing support, resources and shared learning.

Following a half day diagnostic session with you, Mayday Trust will develop and deliver a programme of support to address your needs and help you move towards becoming truly person-led and strengths-based across everything you do. Support will be delivered by one of the Mayday Trust team and also a practitioner who can bring in their experience of rooting the theory into practice, as

well as provide case study examples of frontline delivery. This support will include either or both of the following activities:

System Reflects

An innovative, tailored, one day course (face-to-face or virtual), which is CPD Standard, delivered by our Head of Growth and Impact and a Mayday [PTS](#) Practitioner.

System Reflects help delivery staff and/or leadership teams to gain a greater understanding of what it means to be strengths-based by exploring current deficit-based systems and an individual and their organisation's role within these. We unpick and explore current practice across a service or organisation to find areas which already align with, and those which don't align with, strengths-based values, finding alternatives where needed, and establishing practical steps to strengthen practice.

A System Reflect provides a safe, open and interactive space for meaningful reflective practice, enabling practitioners and/or senior leadership teams to participate in healthy debates about their working culture and how strengths-based practice can be improved across these. We can deliver a system reflect to a group of 20 individuals. An overview of the session and next steps will be provided to the organisation in a report following delivery of the System Reflect.

Strengths-based Training Programme

Mayday's intensive [PTS](#) (person-led, transitional and strengths-based) Training Programme for frontline delivery staff who want to embed strengths-based ways of working into day-to-day practice. The course is delivered by our highly experienced Head of PTS and a Mayday PTS practitioner.

The course covers a range of topics which can be tailored, including: unconscious bias, navigating systems, building trust and confidentiality, trauma-informed practice, boundaries, power dynamics, PTS core concepts and interventions, understanding and measuring outcomes, PTS principles and theory of change, and safety planning. The course also includes reflective sessions to explore barriers to strengths-based practice and ways to overcome these.

Our Strengths-based training programme can be delivered to a cohort of 20 individuals at a time, over two full days (face-to-face or virtual) with the option for them to also attend and participate in up to 3 of our 2-hour facilitated reflective space sessions to further explore topics covered.

We can also deliver this training (inclusive of reflective space sessions) online over the course of 10 weeks (delivering one module per week).

Mayday's Strengths-based Network (membership)

Our mission is to create world where systems work for people going through tough times by creating a movement of people and organisations working in a person-led and strengths-based way. We want to make sure that the organisations we support can continue developing their learning and practice in this area long after our consultancy support has ended. We have responded to demand from our partners for a supportive community of strengths-based organisations and practitioners by launching the [Mayday Strengths-based Network](#).

The Network brings together organisations and practitioners working, or aspiring to work, in a strengths-based way, providing a community of like-minded peers to share best practice with and learn from. It acts as the perfect developmental resource for individuals and organisations who have received consultancy support from us and have embarked on their journey into strengths-based working.

The network will provide tools and resources across four key areas - practice development, systems influencing, data and impact, and culture and wellbeing - to help develop and strengthen practice at all levels of an organisation, as well as facilitated workshops and sessions to deep dive into particular topics of interest.

We can offer network membership to Lloyds Charity Partners as part of their Enhance support package.

Additional Support (Outside of Enhance) - Wisdoms and Strategic Review

For charities already on the journey towards becoming strengths-based Mayday Trust can also provide its more time consuming [Wisdoms deep-listening conversations](#) package or a Strategic Review. At this time, these are not currently offered via Enhance although the existing packages can be tailored accordingly.

Please speak to your Regional Manager if you have already done some work to become strength based, as we can discuss your needs.

Whether organisations are eligible for this longer-term, more intensive, support will be assessed during their initial diagnostic session.

When might the Partner be the most appropriate solution for the charity?

Our offer is suitable for charities that are seeking to embed or develop their strengths-based practice and move towards becoming more person-led and values-aligned with the people you support. We want to help organisations improve their organisational and operational practice so that they can become more competitive whilst ensuring that their provision is able to truly and meaningfully meet the needs of the individuals they support.

Some questions to ask yourself before taking up this package of support are:

- How are you developing strengths-based practice within your organisation?
- Does the whole team have a strong understanding of strengths-based practice?
- Where are the deepest inequalities in your sector and service? How are you reaching and responding to people who have historically been underreached or served by the service?
- Are you able to flex and tailor your support to a diverse range of groups and communities?
- Are you able to influence your partners and commissioners to support you to develop more person-led and strengths-based services?

Input needed from the charity

As each package of support is tailored to meet the individual needs of the charities we support, the amount of time and resource required by an organisation will vary.

As a general guide, we anticipate the following resource requirements:

Diagnostic session:

- Half a day of Senior Leadership or management time

System Reflects:

- 2 hours of Senior Leadership or management time to enable adaptations to course content and feedback following the session
- 1 day of time for participants (maximum of 20 participants per course)

Strengths-based training programme

- 2 hours of Senior Leadership or management time to enable adaptations to course content and feedback following the session
- 2-3.5 days of time for participants (maximum of 20 participants per course – number of days dependent on participants attending additional reflective space sessions)

Referral process

Referrals will be made via the Lloyds Bank Foundation Consultant/Supplier Community Portal