**ThriveUP**

At the heart of our plan is transformation; for our organisation, sector and ultimately for those individuals we seek to serve. UP believes there can be a difference world, a better world and we intend to be part of building it. A key challenge for our sector is how to create programmes and projects that shift the barriers that keep people living in poverty and to ensure that the changes made mean that once someone lifts themselves out of extreme poverty they never fall back into it. We need development that sticks. We know that community ownership and long term commitment is key. Many people believe that there is nothing they can do to change the situation and therefore stop trying (a theory referred to as “learned helplessness”). This creates a culture of dependency, which reinforces the belief that an increase in external support is the only way forward. Our sector has at times, reinforced this through hand-out rather than hand-up approaches. Great strides *are* being made and we should be proud of this, but a new approach is needed to do things better.

We aim to break the cycle of dependency by developing an innovation called “Thrive”. This is an already established accredited programme that is targeted around challenging limited belief systems of young people in the UK and has been successfully used in business to create high performing teams. We will work with the developers to transform it into a programme that will challenge the dependency culture by integrating it into our work and by providing training to other organisations.

Thrive provides a real opportunity for individuals themselves to change how they manage their thoughts and beliefs. To deliver this change within communities across the world including the UK, we need a high performing ‘Thriving’ team who have been through the training themselves, made a change in their lives themselves and who can then become accredited trainers. Stage 1 of our project is to teach our Cardiff team and leaders from our programmes how to Thrive.

There are 4 phases to this project

* Stage 1 – Thrive training delivered by Thrive consultants in Cardiff
* Stage 2 – Programme development and training delivered to volunteers and school children in Wales and England as well as in our country teams
* Stage 3 – Thrive is used as part of partner cycle in our country programmes
* Stage 4 –ThriveUP is registered as a social business and funds generate fed into community development

 Evaluation & PR

**Thrive Training**

The accredited Thrive Programme provides a framework that enables fundamental behavioural change to happen and for this to be driven by individuals themselves, rather than by external parties. Thrive changes how the real or perceived absence of control over the outcome of a situation is managed, it gives people more choices and re-establishes the building blocks of growth and change. This is an accredited programme that will give individuals resources to use themselves and to start implementing and teaching Thrive in other organisations.

The accreditation is done by a certified trainer. The training will be delivered by Rob Kelly (Founder) and a Senior Assessor, James Woolworth, who will take delegates through the bespoke course designed for UP.  There are situational assessments throughout the programme and an exam at the end, which the delegates will need to pass (with a score of 85% +) in order to become accredited.  James will conduct these sessions and he signs off the accreditations.

At an individual level: the Thrive Programme will teach our Cardiff team the skills, insights and resources to take control of their lives, to bring out the very best of themselves and enjoy everything that they do. People who are learning and developing their abilities are likely to believe in their potential for further growth.

At a team level: this will lead to increased happiness, creativity, confidence and high performing team to deliver the global business plan. Comparisons showed Thriving people performed better and experience **125%** less burn out.

**“We think of a thriving organisation as one in which people are not just happy, satisfied and productive.**

**They are empowered and engaged in creating the future…both the organisation’s and their own”**

**Gretchen Spreitzer**

At an organisational level: With a Thriving team we will achieve more and faster. We have developed a strategy to merge with/acquire organisations to be part of the UP group to increase collective impact. A Thriving team will attract new business and growth for the benefit of the local and global community.

At community level: a Thriving team means a stronger more sustainable organisation ‘Thriving’ in Wales, contributing to the Welsh economy and attracting and retaining a talent team. Thrive training will be used in schools, our projects and at Stage 4, delivered to other organisations at a reduced fee. The funds generated from the training will be re-invested into communities.

**Why the Thrive programme?**

There are many effective leadership development courses, however, the Thrive programme isn’t about teaching theories of leadership, but about equipping individuals with the skills for them to flourish. This will deliver lasting change more quickly than other approaches. The Thrive Programme has been delivering change for over 10 years and employs over 100 Thrive consultants.