

BSO CAPACITY BUILDING

THE RIGHT TOOL AT THE RIGHT TIME

BSO CAPACITY BUILDING ROADMAP helps plan the first 6 months of orientation for new staff and beyond. It is a framework to organize what a staff need to know, when they need to know it and how they can learn it.

You need to **develop an individual learning plan.**

THE ROAD AHEAD helps inform your decisions about continuous learning for yourself or staff at any career point.

You need to **plan an orientation.**



YOU ARE HERE.

You are likely interested in building capacity for an individual, team or organization to support person-centred care and enable system change for older adults with, or at risk for, responsive behaviours associated with complex mental health, addictions, dementia and other neurological conditions; and their caregivers.

The BSO project offers tools that support core competencies development, workforce learning and development programs, and better care at the bedside.

HOW DO YOU KNOW WHICH TOOL IS RIGHT FOR YOU, RIGHT NOW?

Consider what you need to do, and what you're ready to do. Then follow the statements that reflect where you are at to help you find a start-point. Use this process as many times as you need to continue to build capacity.

You need to **invest in education and training.**

You need to **develop an organizational education strategy.**

You need to **plan a new service.**

You need to **continue with the next phase of training for your recent hire.**

You need a **conceptual framework for team-based care.**

BEHAVIOURAL EDUCATION AND TRAINING SUPPORTS INVENTORY (BETSI) helps you define organizational learning needs and will help you spend your training budget by pointing you to the right mix of education and training programs, at the right time.

You need to **understand the current capacity of your organization.**

You need to **develop a skilled care team.**

PERSON AND PRACTICE-BASED LEARNING TOOL (PerPLe) is the framework for a learning and development approach for health care teams. This framework helps you to apply any learning opportunity in a team-based environment.