

Possability

New provider factsheet for residents and families

This factsheet has been written by Possability and provides information about how they will work with you on the transfer of services.

From the CEO



Everyone at Possability feels privileged and honoured to have been chosen by the Victorian Government to provide services to you. Our service approach is founded on the belief that everyone should have opportunities to choose how they live their lives and to participate in the community.

We look forward to meeting you, and hearing about your aspirations over the coming weeks and months. As we learn more about you and understand your individual needs, we are confident that we can work together to help you achieve your goals.

Who we are

Possability has been a leading not-for-profit provider of disability services and supported accommodation for close to 30 years and has a long history in Tasmania. Our name reflects our focus on individuals' strengths and abilities, and the desire to inspire people to realise their potential.

Possability currently provides services to a thousand people with disability across Tasmania and Melbourne. Specialist services include supported accommodation, community access, skills development, respite, training and leisure activities. We bring with us five years of experience as a registered provider in the NDIS.

We draw on this NDIS expertise to help people with disability and staff to navigate the complexities of the scheme and to get the best results. We work hard to develop innovative and sustainable services that provide opportunities and security for people with disability and staff.

We value the skills and commitment of our staff and look forward to building our team as new staff join us to deliver more services in Victoria.

Why we want to deliver accommodation services in Victoria

Possability is internationally-recognised for our expertise in providing individualised services for people with disability, particularly those with high and complex needs. We have seen the positive impact our services can have in the community, especially in rural and regional areas where there are fewer operators and greater community need. By extending our accommodation services in Victoria, we have had the opportunity to share our knowledge, learn from others and be a 'catalyst for change' for more people. We are committed to becoming part of your local community – working closely with employees, people with disability, families and partners to enhance life experiences for the people we support.

Our Purpose

We are catalysts for change.

Our actions are based on our belief that freedom and independence are fundamental human rights.

Our Vision

A world where everyone has the opportunity to pursue their potential.

Our Values

Humanity: Human rights and dignity underpin all our decisions and actions. We believe that every individual has the potential to grow and the right to determine how their life will be lived.

Honour: We take pride in our work, are true to our word, honour our commitments and treat our colleagues and clients with integrity and respect.

Innovation: Driven by our commitment to excellence, we are continually learning, taking on new challenges, and constantly finding ways to excel in the dynamic world we operate in.

Accountability: We know where we are heading and why. By being efficient, effective and persistent we find ways to make things possible and deliver results.

Support practices

Possability is committed to ethical, respectful and safe practices. We have an unwavering commitment to human rights and to encouraging and responding to choice and feedback at all levels. We have supported people with disability in the NDIS and their families to become more confident and discerning consumers over time as they exercise their choice about all aspects of their lives.

Our support is based on demonstrated best practice that is proven to achieve positive outcomes for people with physical and

intellectual disability. Our Practice Framework for Disability Services is based on:

- Person-Centred Approaches
- Inclusive Practices
- Life Long Learning
- Positive Behaviour Support Approaches.

We will invest in practice coaching and engage local advocacy groups to work with people with disability to build capacity in self-advocacy and hold regular feedback forums.

Possability has a comprehensive quality and safeguarding program and is accredited under the Attendant Care Industry Standards.

How we will get to know you and understand your needs and concerns in the months before transfer

Our first focus will be to get to know you and your family. You will have the opportunity to meet the leaders of our organisation who will attend information sessions held in your local community. We will also have introductory meetings at your house to introduce you to your service planner who will be your key contact and will talk in more detail about your needs, what you like about your current supports and what you might like to change. These sessions will be followed up with further individual meetings to gain a deeper understanding of your service needs, and to review and update your support plan. You are welcome to bring an advocate or support staff to any of these meetings, and we can help you arrange an advocate if desired. In addition, we will be available on the phone to answer any questions you might have about Possability as we draw closer to the transfer.

Contact details

Telephone: 1300 067 067

(9am–4pm, Monday to Friday)

Email: welcome@possability.com.au

Website: possability.com.au/welcome

Our key people



Drew Beswick, *Chief Executive Officer*

Drew is a qualified social worker and a former practitioner, so he has a personal understanding of daily service delivery. He is passionate about using his business management and governance skills to ensure all people in the community enjoy their full human rights. Drew enjoys collaborating and building partnerships to enhance the lives of vulnerable people.



John Rowland, *Transfer Manager & Executive General Manager, Strategy and Business Performance*

John believes knowledge usually applied to commercial business can be powerful in the business of helping people. He has tertiary qualifications in the fields of IT, business, and psychology and has spent a decade devoted to disability services and aged care. He aims to use his technical and business skills to make our daily work easier and more efficient, so people can spend more of their time where it matters – supporting people with disability.



Nicola Crates, *Participant Manager & Executive General Manager, Practice Innovation & Service Development*

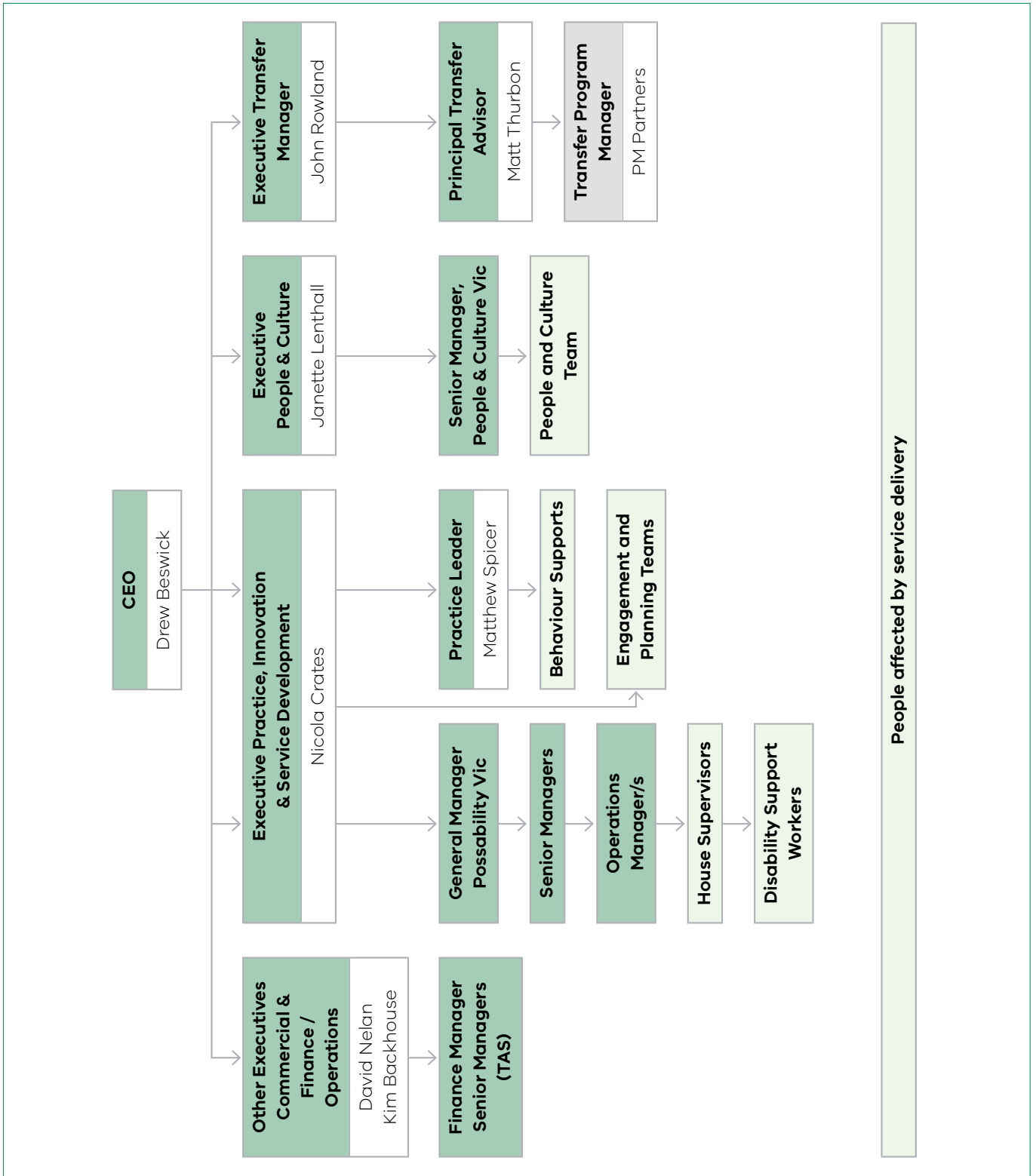
Nicola is a Speech Pathologist with over 30 years' experience in providing disability services directly as a support worker and speech pathologist, and in senior management roles. She believes in the importance of service innovation and collaboration to meet individual needs and is internationally-recognised for her applied research in Positive Behaviour Support.



Janette Lenthall, *Executive General Manager, People and Culture*

Janette brings 20 years' experience in Human Resources to the organisation and understands the importance of shared values in driving a positive workplace culture. She believes in everyone's potential to grow and encourages professional development for all employees. Janette has a wealth of experience in workplace relations, workplace health and safety and injury management.

Organisation Chart



People affected by service delivery