



THE NEW LEAF INITIATIVE CIC
A REHABILITATION REVOLUTION

Transitioning with Conviction: Theory and Reality

Marie-Claire O'Brien - Founder and CEO



► ‘For to be free is not merely to cast off one’s chains, but to live in a way that respects and enhances the freedom of others’

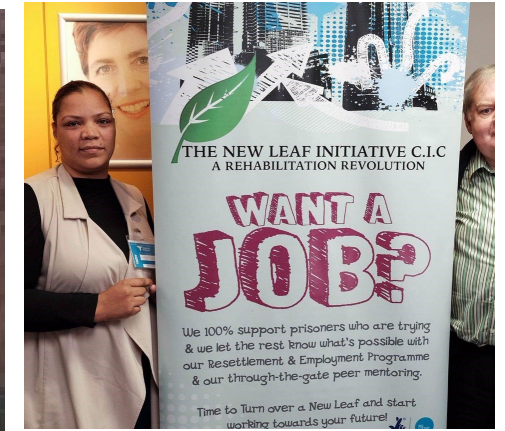
Nelson Mandela

Judgement Game!



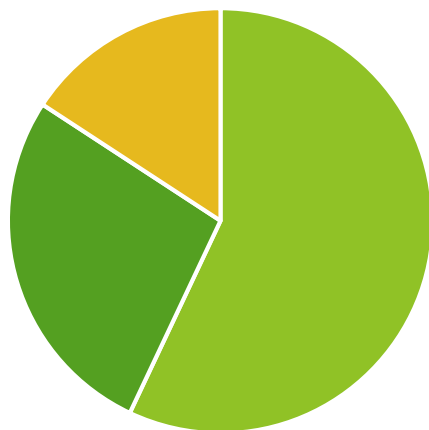


The New Leaf Initiative: Who Are We?

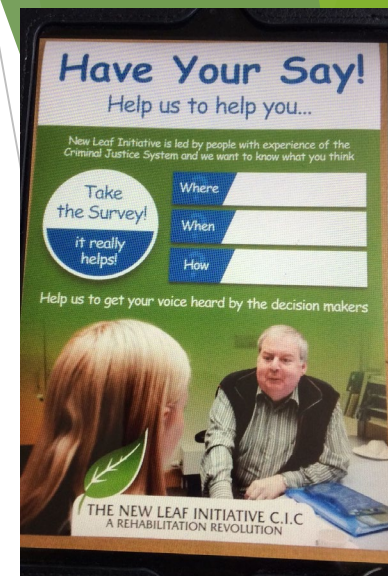


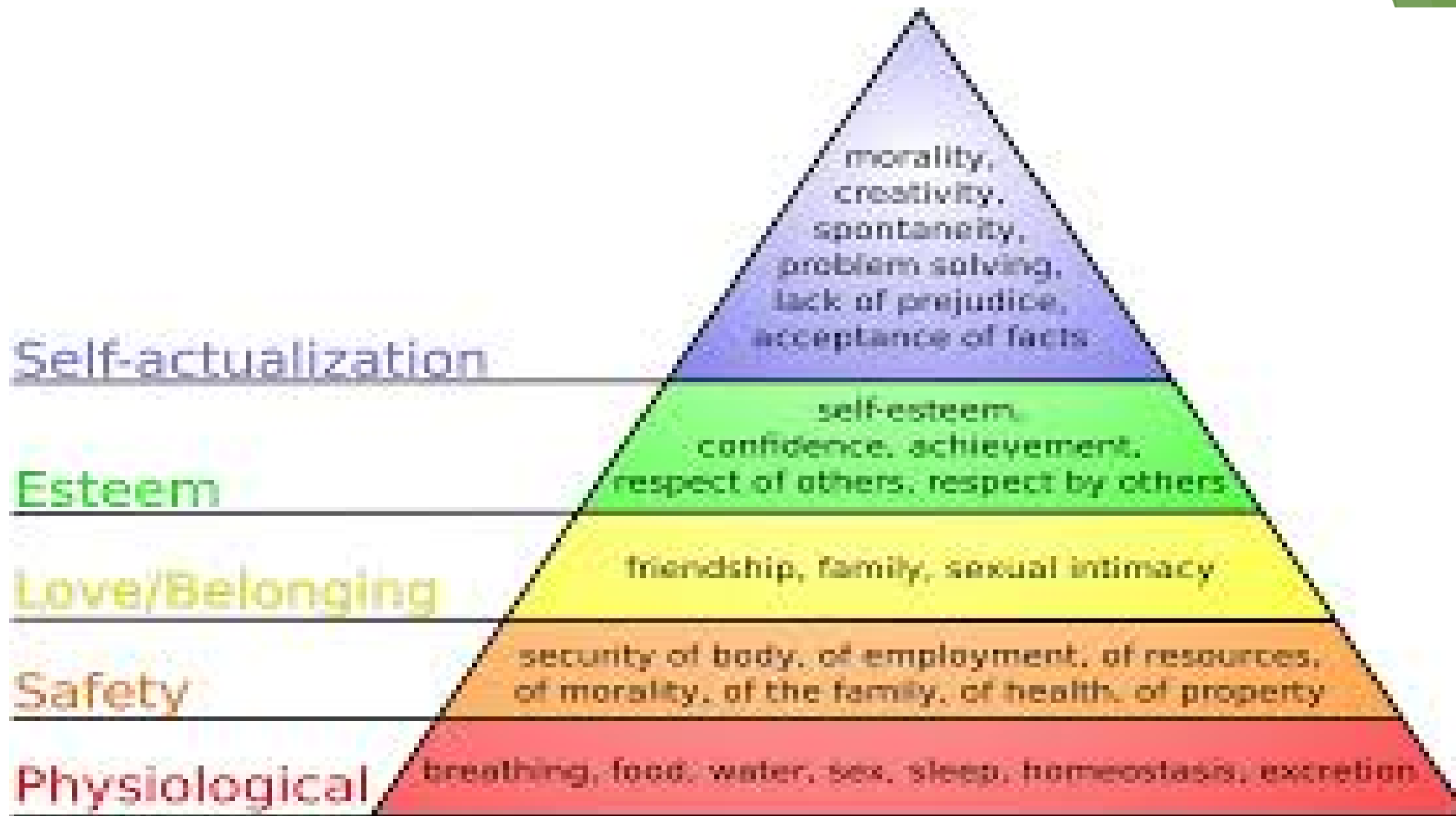
Feedback 94% + Positive from Service users

Service Users



- Training and education
- Housing Support
- Substance Misuse





Maslows Hierarchy of Needs/Motivations

Putting Desistance Theory into Practice: How We Do It

‘Prisoners version of the truth is located at the bottom of the hierarchy of knowledge - subjugated, disqualified or muted altogether. Through peer interventions the ‘ex-offender’ version of the truth is elevated, indeed is *central* to the intervention’ Shadd Maruna

Desistance theory and research provides hope and support for practice, progressing away from the pursuit of systems and processes which are done ‘to’ people as imposed by an increasingly micro-managerial Government, and in fact redirecting interest back towards participatory, co-produced relationships and the importance in practice of social support and advocacy in building social capital. (McNeil 2007, Maruna 2001, Weaver 2013, Beyond Youth Custody 2019).

The ‘core conditions’ of effective Criminal Justice Interventions are argued to be “Empathy, genuineness and the establishment of a working alliance {...} using person-centred, collaborative and ‘client-driven’ approaches” (McNeil 2006, cited in Buck 2018)

Innovation over Assimilation

Mimesis - If you can see it you can be it!

Peer Interventions/Mentoring

- 1) Positive Identity Modelling (rehabilitation in action)
- 2) Relatability
- 3) Cost Effectiveness
- 4) Ability to build on social capital and resilience

Centre for Regional Economic and Social Research, 2012

Desistance Theory

- ▶ Someone believing in the individual
- ▶ Distance from the label offender
- ▶ An internal narrative which identifies a more constructive non-stigmatised role, i.e., mentor, student, employee, employer, academic, researcher

‘....often it will be the former offender gone straight who is best placed to steer the young prisoner back onto the straight and narrow’ Chris Grayling, 2012

‘Peer supported clients result in 40% lower reoffending rates than the national average’ St Giles Trust 2009

‘65% of young offenders said a mentor would stop them from reoffending and 71% indicated that they would like a former offender as a mentor’ Prince’s Trust 2008

‘It is estimated that peer mentors constitute 92% of offender mentors in parts of England’ Willoughby 2013

Feedback:

‘The course (Working it Out) was thought provoking for participants but delivered in a supportive and empathetic way. All participants enjoyed the course and we will commission New Leaf again later this year’

Approved Premises Manager

‘Being a former prisoner has a positive effect when working with prisoners; they see you as a peer but also what you can achieve with hard work’

Head of Reducing Reoffending

The Five Dysfunctions of Teams

Summary

Leadership Role

Focus on Collective Outcomes

Confront Difficult Issues

Force Clarity and Closure

Mine for Conflict

Go First!

Hindrances

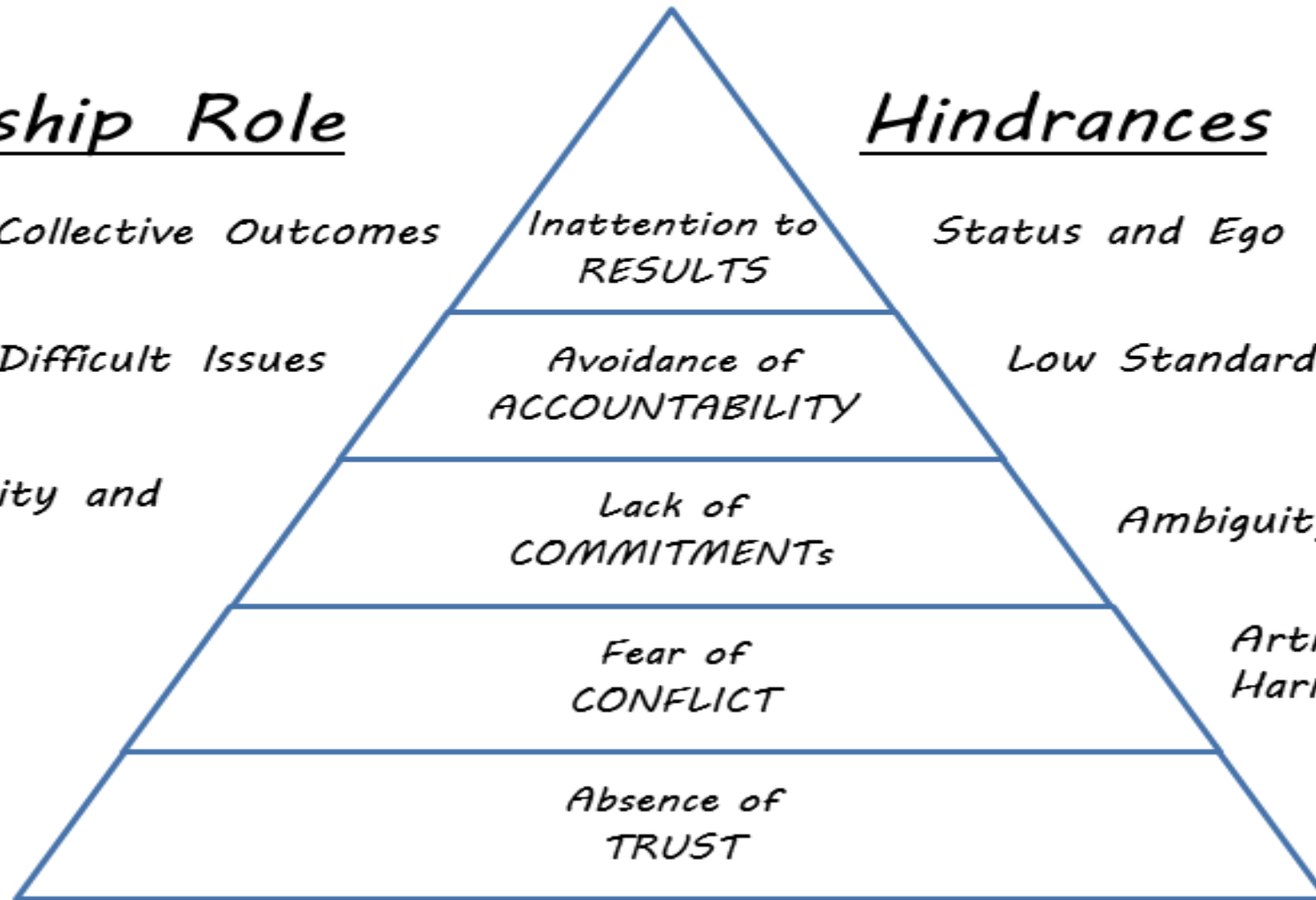
Status and Ego

Low Standards

Ambiguity

Artificial Harmony

Invulnerability



Candidate A	Candidate B	Candidate C
Consults with astrologists	Kicked out of office twice	Decorated war hero
Had a mistress	Stayed in bed till 10am	Vegetarian
Chain smoker	Alcohol dependant	Doesn't smoke
Drinks 8-10 martinis per day	Struggled at school	Rarely drinks and no illicit love affairs



**Candidate A -
Franklin Roosevelt**



**Candidate B - Winston
Churchill**



**Candidate C - Adolf
Hitler**

Co-Producing Change

We must be able to do
better?



THE NEW LEAF INITIATIVE CIC

A REHABILITATION REVOLUTION

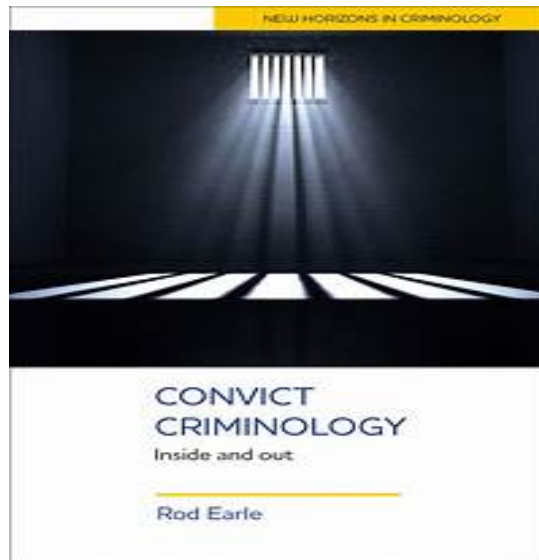
National
Probation
Service



HM Prison &
Probation Service

OFFPLOY™

TIMPSON
Great Service by Great People



**PRISON
REFORM
TRUST**


Intuitive Thinking Skills™

From dependence to independence

"Specialists in
Attitude Behaviour Change"



behindbras

EFFRR

Employers' Forum
For Reducing
Re-offending

 **GREGGS**