

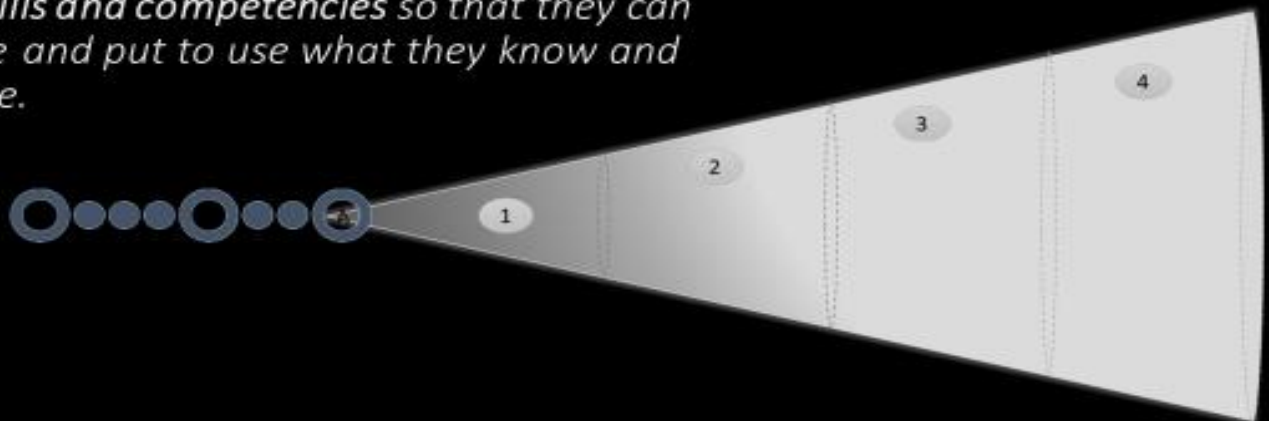


A methodology developed in Finland to overcome inequality and to minimise the waste of human capacity and resource.

Kasvava structures, tools and methodologies were born as a response to the failure of Finnish society to provide equitable services, support and care.



Kasvava is a structure in which everyone discovers their own skills and competencies so that they can fully exercise and put to use what they know and who they are.



Se, että ihmisuhdetyössä ei osaa kohdata... saa asiakkiaan



Inequality and the power imbalance between the experts and the service user is so deeply engraved in our society, that people have lost their voice.

As a result in Finland

- The cost of poor mental health at work is 41bn euros annually.
- The waiting time for help or treatment has increased by a month in 10 years.
- Each hour one person takes early retirement due to ill health or disability.
- 1 in 4 say they will not be fit to work until retirement.
- Healthy life-years expectancy (or disability-free life expectancy) of Finnish male worker is 55 (10 years lower than in Sweden).
- We spend 300 million euros annually to 'rehabilitate' people back to work and society. But our experience tells us that these services push people further into despair.
- There are nearly 700 000 people on prescribed anti-depressants.
- Each day 2-3 people take their own lives. Every other day a person over 65 ends their own life.



Hyvinvointivaltiossa

Pohditaan ja tutkitaan:

MIKÄ IHMISTÄ TUKEE JA AUTAA?



paikonta pohdinta
maksaa?

IHMISTEN RATKAISU:

Mitä tarvitset, tahdot,
haluat?



When people are treated badly and unfairly at home, at school, in the workplace...

...they try and find help...

...they find themselves in one support service or another...

...where well-meaning people try and help them.

These well-meaning people think that they know what is best for everyone and are unable to hear what people really want and need. They try and fix the person, not the problem.

They make a plan for their customer, send them to this professional and that service or intervention.

The people looking for help are trying to tell what they need, but are constantly side-lined. They have no control over their own lives. Until one day they give up.

We can try to fix this. **But could we do better than that? Could we prevent this from happening in the future?**



Kasvava takes a comprehensive and holistic approach to wellbeing.

Rather than labelling and diagnosing, we put people at the centre of developing their own solutions for wellbeing.

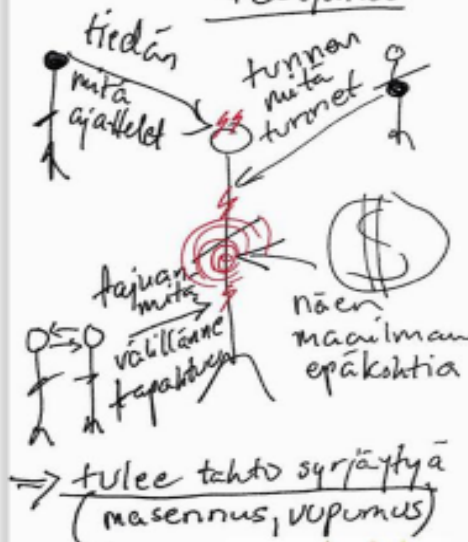
People need to be able to decide what works for THEM.

To achieve this we offer compassionate people-centred approaches.

We have worked with universities, polytechnics, colleges, charities, foundations and businesses in Finland, Italy, Pakistan and Russia.

We bring the best practices from countries such as Britain.

Herkkyyks eristävänä tekijänä



Kasvajät – in search for compassion and equity

We have 10 years of experience from how people are treated in our services.

According to our experience current services do not create solutions for people.

On the contrary they can make things worse.

By investing in equality and compassion, we could ensure that people receive the support they deserve.

But unless we understand people's experiences, we cannot create customer-centred, high-quality services.

Tuon piirien voi päättyä

Heh Kotka
Itse Opiainen



MIELI KEHO OMINAISUUS



TAI JOKU MUU

So what needs to change?

- We need a preventative way of assessing our own lives without premature diagnoses or patronising structures and attitudes.
- We need compassionate people-centred approaches, where we are heard, seen and understood.
- We need an integrated customer feedback and review system to give people a voice.
- We need a standard for measuring the quality of services.
- We need to set goals for compassionate and equal services.
- Employees, bosses, customers and service providers need information about people's legal rights.
- We need open data about quality of services, transparent processes, procedures and decisions.
- Everyone has to be able to decide for themselves what they need and who they need for support.

Kasvava offers all this.



Kasvava structures, methodologies and tools have been developed through multidisciplinary co-working with service providers.

They are based on hundreds of experiences and suggestions for improvement by hundreds of service users.

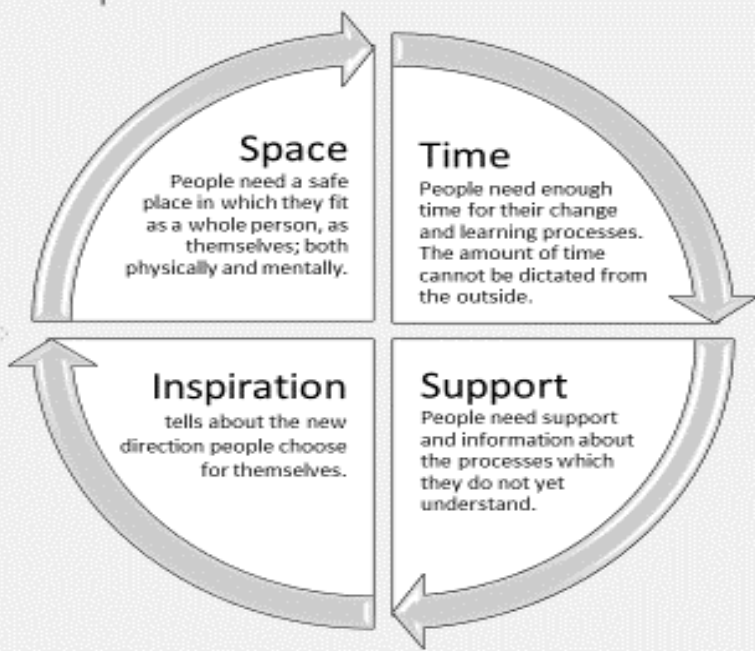
The multidisciplinary work in 2005-2015 has included people from: social services, home care, mental healthcare, employment services, social security services, colleges, providers of employee healthcare, entrepreneurs, charities, artists and cultural organisations, several national mental health projects, churches, the police, legal aid, debt collection and bailiffs, private doctors surgeries, and therapists.

Our formula is simple

Story

The quality of service is determined by a person's own experience.

Only when we listen to people's experiences, can we understand their needs.



"At Kasvava life's changes are a part of 'normal' everyday life, as are reactions to those changes part of life and humanity.

Kasvava collects needs and gives every person an opportunity to experience making changes in oneself and in one's community."

We have developed completely new ways to support people struggling to maintain healthy



What began as supporting people with work-related mental health issues grew into a structure, working methods and tools that respond to a global societal challenge; **how to support people of all ages so that they can grow their personal capability to deal with constant change?**

Kasvava Process is a unique preventative tool for anyone searching for support in their lives.

It helps collate the different aspect of life into one plan.



Kasvava Process works as part of everyday life and as part of efforts to improve well-being at school, during studies, in the workplace. Recognising the change process and making your own plan helps you in every area of your life.

Kasvava is, above all, prevention and finding new paths in situations where old paths no longer lead to a solutions.

"How to divert an unexpected life's event or change into strenght and force of life, happiness and inspiration ...when so many of us have carry unresolved life events with us? Change is a process. A process has stages. Life is a continuation of changes, in other words a continous process. You start to cope with life when you learn you own way of processing life's events. When you dare to process, life and happiness will come. A happy life. This is an engineer's gift to humanity – the process of life, and managing that process." - Katja Lemberg -



Kasvava model of equality, diversity and inclusion

