



National Recovery Institute-Center for Best Practices 2018 Professional Development Training Menu www.facesandvoicesofrecovery.org

SECTION ONE: ADVOCACY & PUBLIC EDUCATION

Our Stories Have Power- Recovery Community Messaging

Faces & Voices groundbreaking messaging advances the recovery agenda. There is no more potent weapon against stigma than the thousands of people that have been trained using the Our Stories Have Power recovery messaging tools. They are sharpening their skills as recovery communicators, learning how to tell their story with a purpose. **6- hour training**

Talking Recovery- Recovery Messaging Training for Youth and Young Adults

Your voices count! This training is adapted from Our Stories have Power. If you are a youth or young adult in recovery this training will help with the power of your message, the use of specific recovery language, precautions and creating your individual message for a variety of audiences. Throughout the training, a variety of interactive activities will help you gain ideas and practice your message. You will leave this training with a message of impact and the confidence to deliver it! **6-hour Training**

Recovery Ambassador Program

The Recovery Ambassador Program prepares individuals to advance public understanding and appropriate responses to addiction. The training program consists of a one-day seminar. Course material includes instruction in participation on advisory councils, recruiting volunteers, building messages, organizing community action, engaging policy makers, raising money and renewing team effort. **6-hour Training**



Removing the Stigma: Changing the Public Outlook on Substance Use and Recovery

We live in a society where millions of Americans are dependent on drugs or alcohol and only a small percentage receive treatment at a facility. In fact, the 2014 National Survey on Drug Use and Health found that **21.5 Americans age 12 and older had a substance use disorder in the previous year**; however, sadly **only 2.5 million received the specialized treatment they needed**.

Stigma affects all of us – and nearly everyone has felt stigmatized or has stigmatized others at some point in their lives. In a study done by Johns Hopkins Bloomberg School of Public Health, the general public was more likely to have negative attitudes towards those dealing with drug addiction than those who were dealing with mental illness. Additionally, researchers found that people don't generally support insurance, housing, and employment policies that benefited people who were dependent on drugs (JHU, 2014).

This training will include the power of changing language, understanding the science of substance use disorder and recovery, and simple action steps to help make a difference on an individual or community level. **4-hour Training**

The Science of Substance Use Disorder & Recovery

(SOAR) is a curriculum developed in collaboration with the National Institute on Drug Abuse (NIDA). This training provides individuals with a better understanding the science behind addiction and recovery. While experience changes beliefs, the facts about how substances dramatically affect the brain are a key component in helping the public understand the recovery process. **6-hour Training**

SECTION TWO-CAPACITY BUILDING AND ORGANIZATIONAL DEVELOPMENT

Accreditation Academy

CAPRSS delivers this program for state entities or groups of recovery community organizations who recruit peer support provider organizations to participate in the complete program. It includes five teleconferences, one on-site two-day accreditation academy, individual coaching and consultation. This is a learning community model aimed at preparing organizations to meet national accreditation standards. Includes a readiness self-assessment and tailored programming to meet participant areas of need. **Conducted over a three-month period.**

After the Initial Training- Develop an Internal Workforce Development Training Program

This comprehensive training offers instruction, planning and structure to build an internal training program in your organization. We all know that external training costs can be a burden to organizations even when they want to offer professional development to their staff. Having an internal source can create new avenues to enhance staff skills, knowledge and morale. Many organizations couple this training with “Become a Rock Star Trainer” train the trainer program to complete the process. Education and Training for your staff is not only essential it is proven to boost morale and create more cohesive teams. **4-hour Training**

Communication Strategies for more Effective Exchanges

If you want to become more effective as a leader, more successful in meetings, more confident while resolving conflicts, or more effective those you work with, powerful communication approaches are the key to success. Evidence from research points to higher levels of satisfaction and lower levels of stress and frustration as your communication skills improve. This training will incorporate communication complexities, strategies, and techniques for more powerful and effective exchanges. In addition, we will cover interviewing strategies and tips on how to facilitate successful meetings. If you want to up your game in communication, this training is for you.

6-hour Training

How to Breathe Life Back into your Team

Every day we find ourselves working with other people, our jobs often rely on a team to get tasks done. All teams can struggle to work together in a productive way, and this training can help change that. In this training, we will focus on how to bring independent thinkers into a participatory process, how to boost team morale, and we will address the gaps that can form between team members. This training will be filled with experiential learning and will feature many innovative ideas. Come to this training and we will prove that there is no ‘I’ in ‘team’! **4-hour Training**

Leadership Development-Preparing for Change

Leadership development is not only important, it is crucial to have a process in place to focus on the need to any kind of change that might occur within the organization. Keeping the mission, short and long-term goals and objectives in mind while planning diminishes future issues that may come up. It also fosters economic growth and development. This training offers steps in recruitment, assessment of management and staff, training analysis and steps to create an ongoing management development program. **6-hour Training**

Organizational Wellness-Creating a Healthy Workplace Culture

What comprises a healthy organization? An organization that is filled with leaders, staff, leaders and volunteers who are engaged, satisfied, productive, and effective. Healthy cultures reduce workplace conflict, turnover and burnout. In the past, focus has been on treating individual wellness needs without considering the workplace environment. If the organization is unhealthy the individual will struggle to maintain their personal wellness. We need to treat both the trees and the forest with equal veracity. This training provides organizational leaders with research-based assessments and tools to enable a desirable culture for productivity and sustainability. **6-hour Training**

RCO Bootcamp

This is a leadership development program for new and emerging Recovery Community Organization (RCO) directors, program managers and board members. The Boot Camp covers all the basics to help establish policies and procedures to build the capacity of small non-profit organizations. Breakout sessions focus on governance, sustainability, ethics, strategic planning and staff development. **Two-day 16-hour Intensive Training**

Stepping into Leadership-Walking the Path of an Effective Leader

This training is for formal and informal leaders ready to take action and become effective and impactful on those that follow. Throughout the day we will explore the philosophical foundations of leadership, along with the stages, cycles and theories of leadership throughout history. Once we have embraced the broad view of leaders and theories we will scale it down to leadership styles and when they are effective. Our afternoon will consist of multiple workshops, shared group learning and skill building on eleven musts for every leader to know. Participants will be asked to create a Leadership Action Plan throughout the day with a commitment to take a big step forward in their organization or group. **6-hour Training**

Successful Employment-Working with Employers in Understanding Employees New to Recovery from Addiction

This training was developed to help employers have confidence with working with those who have identified that they are in early recovery from addiction. The training provides a deeper knowledge of the stages of change, emotional and behavioral phases of early recovery, Post-Acute Withdrawal Syndrome and the implications of trauma and brain structure changes. In addition, employers will be given tools to identify warning signs and symptoms of symptom recurrence in an employee. A strength-based approach along with tools and techniques will be offered and practiced throughout the day. **6-hour Training**

Supporting Staff- Handling Grief & Loss in the Workplace

This training identifies the different potential stressor that can negatively effect on the brain and the body. We will review new and innovative stress management strategies for individuals to practice at home and at work. A special focus will be placed on traumatic stress and events. There will be an emphasis on preparation, management and support to prepare organizations in case of a traumatic event. Stages of grief and loss will be unpacked with possible implications on the organization along with the individual and strategies for both managers and co-workers to put into place. Additional stressful workplace changes such as layoffs, mergers and management changes will be discussed in both large and small groups. Participants of the training will walk away with specific planning templates, workplace strategies and information. **6-hour Training**

Training Excellence-A Train-the-Trainer Program*

Gain a practical, how to overview of the entire training function through modeling of “best practices” and current techniques in delivering Rock Star training. Individuals new to training will gain a strong foundation in critical training skills. For the more experienced trainer, brush up on your current training skill and learn new and inspiring approaches for delivering powerful training. Through experiential, videography, guest presenters and workshop format you will leave feeling a sense of confidence in training from start to finish. Our five-part series will include the following areas:

- Purpose and Assessment,
- Planning and Preparation
- Presentation and Facilitation
- Performance and Evaluation
- Practice



**Special note: This training is comprehensive and builds on itself. We require a written commitment to attend the entire series in order to participate in this training. 20-hour training delivered in five four-hour sessions or can be done as a 20-hour intensive.*

Under the Iceberg-Handling Challenging Behaviors at Work

Are you a supervisor or manager struggling with challenging behaviors in your team? Have you tried approaches but have not seen change? Are you spending most of your work life managing these behaviors? If the answer is yes to these questions, this training is for you. We will break down the myths of personal versus professional life, common challenging behaviors and skills and techniques to create change and increase in productivity. **4-Hour Training**

SECTION THREE-PEER RECOVERY SUPPORT SERVICES

A Provider's Introduction to Substance Use Disorder Treatment for Lesbian, Gay, Bisexual and Transgender Individuals

This course is intended for any providers working with LGBT individuals (including MH and SUD clinicians, HIV providers, State, Local and County governments employees, primary care providers, public health practitioners, prevention specialists, community-based organizations, School teachers and counselors). The curriculum consists of seven training modules, beginning with an introduction to key terms followed by a module on cultural considerations, and concluding with treatment considerations for clinical work. The other four modules address the needs of lesbian, gay, bisexual, and transgender individuals **6-hour Training**

Codependency-How to Break the Pattern

Everyone may be codependent on another at some point in their life. This training is for those who seek to understand what over-reliance on others is behind or why they are afraid of getting too close. We will explore the variety of reasons, behaviors and manifestations of codependency through a gentle and non-accusatory lens. Participants will leave with a new understanding of why relationships in their life difficult and simple solutions may begin making a change toward healthier relationships. **4-hour Training**

Creating Successful Environments for Individuals with Co-Occurring Conditions

Individuals with co-occurring conditions have additional barriers when seeking help and support. Often these co-occurring conditions are invisible and certain behaviors are hard to understand. If you or your organization serve those with multiple obstacles this training is for you. We will cover our own misperceptions, mistaken beliefs, basic knowledge of Post-Acute Withdrawal Syndrome and additional information. We will then break down language, approach, physical environment and feedback that will increase success and hope in those we serve. **6-hour Training**

Ethics, Values & Boundaries- The Foundation for Peer Service Work

A comprehensive look into ethical codes of conduct and their role in peer support services and clinical settings. Often ethical codes are muddled when working with human beings struggling with obstacles such as addiction and mental health conditions. This may be particularly true in Peer Support Services. Participants will study the types of boundaries that exist in human behavior and what drives them. With a self-assessment process, participants will discover their own personal boundaries and how that may affect their work and their life. **Two-day 14-hour Intensive Training**

Group Facilitation-Running Engaged Groups & Meetings

There is more than meets the eye when running a group. If you are new to facilitation, struggling with participation or encounter sensitive situations, this training can help you. This dynamic, interactive workshop provides participants with the essential skills to create and promote and run any group. The training focuses on 6 primary skills: handling sensitive situations, participant barriers, 10/90 rule, probing techniques, reflective listening, and energizer strategies. Tired of dull groups or lack of participation? This one's for you! **7-hour Training**

How to Use Motivational Interviewing with Confidence

How many times have you heard yourself ask the same motivational interviewing questions over and over? "What does that look like?" or "on a scale from one to five?" Are you ready for the next level? Come learn and practice this beautiful language so it becomes part of you versus and approach. This workshop is a day of education and experiential learning. Be prepared to put the skills to practice. You will leave having more confidence and a better understanding of the effectiveness of this tool. The benefits include deeper and more honest relationships, assisting people with moving through change and more productive results. **6-hour Training**

Negotiating Change-A Harm Reduction Approach

Participants will be introduced to the principles of harm reduction and given the basic skills to help individuals understand the spectrum of positive and negative effects of drugs, process addictions and compulsive behaviors and their impact. Skills and techniques will be practiced through role play, examples and peer feedback including attainable goal progression, treatment readiness, motivational change and maintenance of behavior change. A special section will concentrate on Medicated Assisted Treatment as a pathway to recovery. **4-hour Training**

Peer Supervision Excellence-How to Raise your Internal Bar

Did you wake up one day and become a supervisor or coordinator? Often in small non-profits, employees who do a good job are moved into leadership positions without much training. This training and workshop will give you the framework you need to know to become an effective supervisor. All tools and systems given in the training can be adapted to your organization. Learn about supervisions styles, transitional changes, professional discipline, moving from peer to supervisor, motivation zappers and more. Need a makeover? Feeling burnt out or realizing your current style isn't working? Come get re-energized with us. **7-hour Training**

Recovery Support Specialist Training Program

Faces & Voices staff are trained facilitators of various recovery support training models. They specialize in deep-dive training topics and continuing education for peer recovery support providers and recovery coaches in diverse settings. Discipline specific tracks can accommodate population needs such as Medication Assisted Recovery, Veteran's Recovery, Family Recovery and more. Our training delivery model includes pre-reading, homework, role playing, practice, personal recovery planning, self-assessment and evaluation. We also recommend periodic "brush up" courses to allow for more practice time and follow-up interaction with the trainers. This is a highly interactive team building experience. Let us help you tailor the training to the specific needs of your organization or state. **Length to be determined.**

Resolving Conflict-Getting to the Root of the Problem

This comprehensive conflict resolution training gives new insight into how conflict can be resolved. The training will include the following information on; the impact of substance use disorder and trauma on limbic system, understanding of wounds from the past and how they relate to conflict in the present, handling difficult behaviors, stronger impulse control skills, relational agreements and the five strategies to conflict resolution. Those participating will walk away with clear knowledge and tools and techniques to use with their own conflicts and to assist those they serve. **7-hour Training**

The Impact of Compassion Fatigue in Peer Support Work

Compassion Fatigue is real and prevalent for those working in the human services field or any other role that is focused on caring for others. It is now considered an organizational contagion. Its insidious quality can corrode the individual's emotional, mental and physical health. It also can destroy relationships, family and career. If compassion fatigue is not recognized and addressed, it can lead into complete burnout. This training is essential for anyone working with vulnerable populations. Many people who have chosen to work in this field have experiential expertise in trauma. This elevates the for developing compassion fatigue. Compassion Fatigue can be detrimental to their emotional, physical and mental health. Learn about the risks, symptoms and solutions to keep you healthy and balanced while you help others. Don't let the "cost of caring" take away the very reason you came into this field. **7-hour Training**

Understanding Unique & Vulnerable Populations and Specific Needs

We all know that everyone is an individual and has different needs. This is also true for unique populations. This training will focus on some of the unique populations struggling with addiction, mental health conditions and other obstacles. We will focus on additional needs that the following communities may need to have successful and sustainable recovery; veterans,



our homeless population, men and women post incarceration and youth. We will highlight information, education, research and specific tools and techniques that these communities have reported useful and helpful. If you want to learn more about how to make your service relationships stronger and more accessible, come to this training. **7-hour Training**