Leadership in Mental Health Services

A Training Program for Mental Health Providers and Paraprofessionals in the Central Valley Region

Starting January 24, 2013 in Modesto, CA (Some classes will be held in Merced)

The University of California-Davis, in collaboration with the California Institute for Mental Health will be offering a one year course of study on Leadership in Mental Health Services. All interested mental health administrators and consumer leaders are eligible to apply. The participation of leaders/emerging leaders with backgrounds reflecting the diversity of our communities as well as lived experience as mental health clients/persons in recovery, parents or family members is strongly encouraged.
About the Program

Leadership in California's mental health system is essential and should be developed in all segments of the behavioral health workforce, including clients, families, and community mental health managers and leaders. In this program, leadership will be broadly defined to encompass not only organizational systems and models of care, but also coalition and community building, team and program management, and the provision of supervision.

The five essential elements of the Mental Health Services Act will be woven into the Leadership Training Program:

1. Wellness, Recovery, and Resiliency Focus
2. Cultural Competence
3. Integrated Service Experiences for Clients/Families
4. Client/Family-Driven Mental Health System
5. Community Collaboration

The Leadership Training Program is designed to build on the knowledge and skills gained in each session, where practical tools and job aids will be developed. The training will strive to build institutional and community capacity to lead change efforts that improve the emotional well being of people and their communities. The training will focus on bringing people together around a common agenda for collective action that will include wellness, recovery, and resiliency. The training will demonstrate collaborative and inclusive decision making in communities: decision making that recognizes cultural diversity and competence. Topics will include methods for integrated service experiences for family and clients, with a special emphasis on the client/family – driven mental health system. We will explore flexible and responsive approaches in the face of change, and methods for engaging in continuous learning and improvement. Ways for improving community collaboration will also be taught with the goal of knowing ways to create trusting relationships in a team environment.

About the Facilitator

Larry S. Pickard, EdD, MSW, is a part-time faculty member at Pacific Union College, Department of Psychology and Social Work. He has more than 30 years of experience in public and private social and health services, and has been training social workers for over 20 years. Larry most recently served as adult protective services supervisor with San Francisco’s APS financial abuse unit. His areas of expertise include aging services, abuse and neglect, and grief and dying. He has been an instructor with the Center since 2001.
Program Overview and Training Dates/Times – 9:00 AM – 4:00 PM, each day (in Modesto unless otherwise specified):

January 24, 2013  Introduction to Leadership
February 20, 2013  Understanding Diversity in an Effective Service Organization
March 19, 2013  Systems Thinking and Organization Effectiveness  **UPDATED DATE!!**
April 17, 2013  Personal Influence and Organizational Insight (Merced)
May 15, 2013  Self-Care for Leaders (Merced)
June 18, 2013  Change Management and Staff Morale  **UPDATED DATE!!**
July 17, 2013  Problem Solving and Critical Thinking
August 14, 2013  Principles and Practices of Organizational and Interpersonal Communication
September 18, 2013  Sustaining Collaboration and Building Teams
October 16, 2013  How to Measure Quality to Improve Services
November 13, 2013  Project Management
December 18, 2013  Putting it All Together

Training Locations

Stanislaus County Harvest Hall
3800 Cornucopia Way
Modesto 95358

For April and May training sessions, only:

Merced County Mental Health
1137 B Street.
Merced, CA 95340
Curriculum

January 23, 2013
Introduction to Leadership

• Understand the historical and current context of mental health services
• Assess one’s own leadership style, strengths, and areas for improvement
• Describe and apply models of leadership to one’s practice
• Recognize and describe characteristics of effective organizations

February 20, 2013
Understanding Diversity in an Effective Service Organization

• Develop an understanding about difference and its importance in mental health service delivery
• Explore skills for effective management in diverse communities
• Examine the relationship of cultural competency and cultural humility
• Develop skills to administer mental health services that are culturally sensitive and provide culturally appropriate prevention, outreach, assessment and intervention.

March 19, 2013
Systems Thinking and Organization Effectiveness

• Describe processes for increasing accountability within organizations
• Understand how space (top, middle, bottom) impacts organizational behavior
• Understand systems principles and their application in decision-making
• Examine one’s own organization or program in terms of performance and service integration utilizing a system’s approach
• Utilize systems thinking in an organizational or program analysis

April 17, 2013 (in Merced, CA)
Personal Influence and Organizational Insight

• Identify behaviors of effective leaders such as decision making, risk taking, team building, conflict management and evaluation.
• Assess the impact of one’s own leadership style on others and adapt one’s behavior to get desired results
• Understand and demonstrate the effective use of power, influence, authority, and control
• Identify components of effective negotiations
• Explore methods that cultivate an organizational culture of trust, openness and appropriate risk-taking

May 15, 2013 (in Merced, CA)
Self Care for Leaders

• Develop self-awareness, exploring motivations, emotions, and failings in becoming an effective leader
• Identify ways to build personal resiliency
• Understand the application of mindfulness to self-care and understand how mindfulness can offer a path to approaching issues in a non-judgmental and non-threatening way
• Employ time management strategies in the workplace
• Explore principles of non-harming, compassion, and wisdom as they pertain to mindfulness and ways of reducing stress in daily work.

June 18, 2013
Change Management and Staff Morale

• Understand processes for planning and managing change efforts
• Develop strategies for involving staff, clients, and families in change efforts
• Address issues of organizational culture and resistance to change
• Identify leadership behaviors that motivate others
• Identify ways to manage changing performance expectations
July 17, 2013
Problem Solving and Critical Thinking

- Develop skills and knowledge to critically assess situations by learning how to:
  - Identify and question assumptions
  - Identify, deconstruct, and rethink models or paradigms for problem solving
  - Test assumptions and use critical thinking to evaluate these assumptions
- Understand the basic concepts and elements of problem solving
- Review different problem solving models and apply various models through practice

August 14, 2013
Principles and Practices of Organizational and Interpersonal Communication

- Understand the cultural context of communication
- Identify effective organizational communication strategies that focus on a client/family driven mental health system
- Apply strategies for leading difficult conversations and resolving conflict
- Communicate vision/mission/values among all segments of the mental health.

September 18, 2013
Sustaining Collaboration and Building Teams

- Understand keys to successful collaboration
- Identify barriers and barrier prevention
- Identify trust building and trust busting management paradigms
- Learn effective ways to respond to conflict and foster successful collaboration

October 16, 2013
How to Measure Quality to Improve Services

- Understand how to manage with facts and data analysis
- Identify techniques for measuring results and identifying flawed procedures
- Learn to solve the right problem and promote continuous improvement
- Understand the components of results-based accountability that focus’s on wellness, recovery, and resiliency.

November 13, 2013
Project Management

- Define key components of a mental health project
- Develop a logic model for the project
- Identify key performance indicators that will aid in the evaluation
- Utilize project management tools that are effective
- Learn how to sequence project activities
- Understand how to monitor project implementation

December 18, 2013
Putting it All Together

- Apply the principles necessary for creating a service-driven organization
- Apply the principles of learning organizations in Mental Health services
- Incorporate the 5 elements of the MHSA in leadership and service provider decisions
Travel Reimbursements

The Central Region Partnership will reimburse for mileage according to its policy, sent with this flyer via e-mail, and posted to the Central Region webpage, here:

http://www.cimh.org/Services/MHSA/Workforce-Ed-Partnership/Central-Region.aspx

Additionally, hotel may be provided for the night before a training, if that training site is over 1 hour from a participant's home, and, if that participant requests the hotel stay at least one week before the training date. Proof of mileage and hotel receipt are required, with the travel expense form. Contact Gina Ehlert at gehlert@cimh.org for more details.
CiMH Leadership in Mental Health Services Training Series

Application

APPLICANT INFORMATION:

First: _______________________________ Last: ____________________________

County: _______________________________ Agency: _________________________

Job Title: ___________________________________ I am an agency employee:    □
I am a volunteer:   □

Email: _______________________________ Phone: ____________________________

Supervisor: ___________________________________

PLEASE RETURN THIS APPLICATION, OR THE INFORMATION REQUESTED ON THIS APPLICATION, VIA EMAIL, TO THE COUNTY CONTACT THAT SENT IT OUT, INITIALLY. THAT INDIVIDUAL WILL LET YOU KNOW WHETHER YOU WERE RECOMMENDED TO FILL ONE OF THAT COUNTY’S SLOTS AND WILL FORWARD CONFIRMED APPLICANTS TO THE COORDINATOR OF THE CENTRAL REGION PARTNERSHIP.

SHOULD YOU HAVE ANY QUESTIONS, PLEASE FEEL FREE TO CONTACT YOUR COUNTY CONTACT OR GINA EHLERT AT: GEHLERT@CIMH.ORG