



FAMILY INTERVENTION
SERVICES, INC.

FIS Center for Family Success 2012 Training Series

Family Intervention Services' National Institute for Family Success is pleased to announce the availability of training to meet the needs of human service professionals serving children and families throughout New Jersey. Our trainings are provided by professionals working in the field with years of direct service experience and training expertise.

***Family Intervention Services, National Institute for Family Success, provider # 1161, is approved for continuing education by the Association of Social Work Boards through the Approved Continuing Education program and is a National Board for Certified Counselors' Approved Continuing Education Provider (#6235).*

****All workshops are held at either our training facility in Denville, Morris County or in our new training facility in East Orange, Essex County. Workshops can also be scheduled at your organization for the convenience of your staff.**

CLINICAL SUPERVISION COURSES

Our clinical supervision courses are designed for both counseling and social work professionals. When the 20-hour *Training Certificate in Clinical Supervision* is taken in conjunction with *Solution-Focused Supervision* and *Group Supervision*, this totals 30 continuing education hours required for an LPC to qualify as an approved clinical supervisor (ACS).

TRAINING CERTIFICATE IN CLINICAL SUPERVISION

Trainers: Sandra McBeth, LCSW and Susan Sterling, LCSW

**First Series: February 15th and February 22th 9 am – 5 pm and February 29th 9am-4pm
Denville, NJ**

**Second Series: June 6th and June 13th 9am – 5pm and June 20th 9am-4pm
East Orange, NJ**

The Certificate in Clinical Supervision is a 3-day (20 hours) strength-based and skill-focused advanced level training that meets the NJ Board of Social Work Examiners' requirement for Clinical Social Work Supervisors. This course also satisfies 20 of the 30 continuing education hours required for an LPC to qualify as an approved clinical supervisor (ACS). The course provides an overview of supervisory models and explores the use of an integrated approach to clinical supervision – one that utilizes a developmental context while infusing a strength-based, solution-focused approach. The training offers a wealth of knowledge and a variety of hands-on skills to meet the various demands of a clinical supervisor. The series explores three important areas of clinical supervision: relationship building, administrative tasks and teaching supervisees. Important topic areas discussed throughout the three day course also includes: Establishing Boundaries; Parallel Process; Motivating Employees; Exploring Legal and Ethical Issues; and Evaluating Supervision.

[Participants must attend all 3 days for certificate! 17.5 Clinical CEHs and 2.5 Ethics CEHs](#)

Workshop Objectives: By the end of the 3-day training, participants will be able to:

Day One

- ◆ Define the terms supervision, clinical supervision and clinical practice,
- ◆ Identify three important functions of clinical supervision (to provide a 'check and balance' in clinical practice; to teach, guide and develop skills in social workers and counselors; and to evaluate and enhance staff performance),
- ◆ Describe three roles (educator, administrator and supporter) of a clinical supervisor,
- ◆ Describe a number of different supervision models for use in clinical supervision and determine the specific model(s) supervisors can use in their work,
- ◆ Discuss the application of strength-based and solution-focused strategies to clinical supervision,
- ◆ Define the use of the term "emotional bank account" and explain the importance of building and maintaining a positive emotional bank account with supervisees,
- ◆ Demonstrate the use of active and reflective listening skills with supervisees (within a role play),
- ◆ Demonstrate how to give and receive feedback within a supervisory (role play) session,
- ◆ Select and give examples of different skills supervisors can use to respond to supervisees' cultural and other differences, and
- ◆ Apply resiliency tips and strategies to everyday work situations and demonstrate the use of at least two stress management skills.

Day Two

- ◆ Identify a number of personal and professional boundary issues that can occur within supervisory relationships and predict how to constructively address them,
- ◆ Describe the importance of using only evidence-based practice models and interventions in the provision of clinical services,
- ◆ Identify four Adult Learning Styles and explain how to match the appropriate teaching style to accommodate different learning styles of supervisees during clinical supervision,
- ◆ Describe a number of instructional techniques to use with supervisees during clinical supervision,
- ◆ Explain the terms parallel process, transference and countertransference, and discuss how to identify and manage each within supervisor-supervisee relationships,
- ◆ Identify a number of supervisory administrative tasks and explain steps needed to complete them,
- ◆ Identify, describe and consider use of several time management techniques in everyday work situations for supervisors and supervisees, and
- ◆ Discuss strategies to use with supervisees to improve accountability in the completion of documentation and other work tasks.

Day Three

- ◆ List characteristics of successful leaders that enable them to inspire and motivate their supervisees,
- ◆ Describe strategies used to enhance supervisee motivation,
- ◆ Identify ethical issues that might arise between a clinical supervisor and her/his supervisees, and describe how to resolve them in an ethical manner,
- ◆ Discuss a number of legal and liability issues related to clinical supervision, and
- ◆ Identify and discuss the use of different tools to conduct an evaluation of supervision and the clinical supervisor's skills.

SOLUTION-FOCUSED SUPERVISION

Trainer: Sandra McBeth, LCSW

March 14, 2012

10 am – 4 pm

East Orange, NJ

Supervising helping professionals can be a challenge in any setting. As the supervisor is expected to balance the roles of teacher, administrator and mentor, the supervisory session can become a daunting process for even the most seasoned clinician. Solution focused supervision, provides supervisors with a framework that empowers supervisees to grow professionally while taking a stance that solutions do exist. This supervision model can be adapted to the supervisor's supervision style, even if a different theoretical model is used clinically.

Workshop Objectives: By the end of the workshop, participants will be able to:

- ◆ Describe the solution focused model of supervision,
- ◆ Define supervisee clinical confusion and how it relates to supervisee competence,
- ◆ Describe solution focused techniques that increase supervisee competence, and
- ◆ Apply solution focused techniques through workshop activities.

[5 Clinical CEHs](#)

GROUP SUPERVISION

Trainer: Natalie Contreras, LPC

May 8, 2012

10 am – 4 pm

East Orange, NJ

Group supervision allows the therapist to consult and network with peers while receiving clinical guidance. This type of supervision can be extremely valuable and beneficial to social services professionals. The group supervisor is primarily responsible for the planning and implementation of the group, while facilitating participants' self-discovery and awareness, and ensuring clients receive high quality services.

The goal of this workshop is to provide useful tools to assist with facilitation of a clinical supervision group. Those attending will gain knowledge on structuring group supervision and stages of group development. Participants will learn effective solutions for dealing with difficult individuals, group conflict, and supervisee resistance. Techniques for increasing group cohesion and leadership skills will also be provided. The expectations between supervisor and supervisee, as well as the clinical supervision requirements for LSWs and LACs will be discussed

Workshop Objectives: By the end of the workshop, participants will be able to:

- ◆ Describe the necessary components for structuring successful group supervision,
- ◆ Apply essential leadership styles, skills and techniques for working with difficult supervisees,
- ◆ Describe clinical supervision requirements set forth by the NJ Social Work and Marriage & Family Therapy Boards, and
- ◆ Discuss common legal, ethical and boundary issues that are associated with group work.

[5 Clinical CEHs](#)

OUR PROFESSIONAL TRAINING TEAM

Natalie Contreras, LPC, Training Assistant

Natalie has extensive experience working with high-risk children and their families. She has expertise in cultural competence, and has taught at the university graduate level.

Sandra McBeth, LCSW, FIS Director of Training and Staff Development

Sandra has been working with children and families for more than 20 years, bringing a strong clinical focus to her trainings. She has also taught graduate and undergraduate courses at the university level.

Susan Sterling, MS, LCSW, FIS Assistant Director of Training and Clinical Services

Susan has been working with children and families for 20 years in both agency and private practice settings. She has also taught SIFI and graduate level courses at the university level.

POLICIES FOR REGISTRATION, FEES AND CONTINUING EDUCATION

COURSE FEES: Fees are \$95.00 for a full-day and \$60.00 for a half-day workshop. The Certificate in Clinical Supervision is \$350 for each three day course.

A training discount of \$89.00 for each full-day of training (\$55.00 for a half day) is available for 3 or more registrants from the same organization (except for certificate courses). On-site training at your agency is \$1000 for the first 25 participants with an additional fee of \$35 per person up to a maximum of 40 persons.

CANCELLATIONS: Cancellation of registration and refund of tuition must be requested by the Friday of the week preceding the date of training. Persons not canceling paid registration by this date are ineligible for a refund, but may move their registration to a training held at a later date.

CONTINUING EDUCATION REQUIREMENTS: Participants must attend 100% of all scheduled hours and complete an evaluation form at the end of each training day in order to receive course credits. Participants successfully completing the course will receive a Certification of Completion. *Family Intervention Services, National Institute for Family Success, provider # 1161, is approved for social work continuing education by the Association of Social Work Boards through the Approved Continuing Education program and is a National Board for Certified Counselors' Approved Continuing Education Provider (#6235). Family Intervention Services' Center for Family Success, maintains responsibility for this program.*

TRAINING SITES:

Morris County:	20 Vanderhoof Avenue, Rockaway/Denville, NJ
Essex County:	86 South Harrison Street, East Orange, NJ

GRIEVANCE PROCEDURE: FIS welcomes feedback from all persons and encourages the prompt resolution of grievances in a professional and timely manner. FIS seeks to ensure equitable treatment of every person and to make every attempt to resolve grievances in a fair manner. Grievances regarding a particular training will initially be directed to the training instructor. After that, the consumer will be contacted by the Director of the Center for Family Success. All grievances are kept strictly confidential and all persons are treated with respect and kindness as the parties involved work to resolve the grievance. All related underlying problems identified in relation to the specific grievance would receive corrective action in order to remedy the situation and prevent future problems. Reparation for persons who believe they received unsatisfactory training can include a refund of training fees or an opportunity to take a different course, without charge. Persons who have not received a satisfactory resolution at the level of the National Institute for Family Success Director will be directed to FIS' President/CEO who will contact them to discuss and resolve the grievance.

ACCOMODATIONS FOR THE DIFFERENTLY ABLED: FIS training facilities are handicap accessible. Special accommodations will be made available upon request. Individuals needing special accommodations, or for any other questions regarding training, contact FIS Director for Training at (973) 586-5243.