

Center for Family Success

In 1981, Jeanne Warnock founded Family Intervention Services (FIS) to give families the services needed to stay together and to stabilize their families' lives. Over the years, Jeanne, as well as other staff, asked, "What if we had been able to reach out to this family ten years ago?" "What if we could help families earlier by giving them the services needed to prevent crisis and to strengthen and support them in their parenting efforts?"

The Center for Family Success grew out of this desire to reach out to families as early as possible, to give them the guidance, support and assistance needed to be successful parents, raise healthy and self-confident children, and make positive contributions in their communities.

The Center for Family Success' Vision is that all families will have the resources, skills and support needed to successfully raise their children and support all family members.

FIS' Statewide Center for Family Success provides:

- ♦ A variety of training services to human service personnel,
- ♦ Technical assistance and program support to family centered agencies, and
- ♦ Advocacy for systems change to encourage family centered practices throughout all systems of care.

Contact the Center for Family Success at (973) 596-9300 or training@fisnj.org.

Spring 2009 Training Series

Offering Continuing Education for
Social Work, LPC, LMFT and LAC Counselors

Call (973) 586-5243
to schedule your
onsite workshop!

Get your mandatory ethics
and cultural competence
CEHs!

**NJ Social Work Licenses
expire Aug 2010—
Earn your CEHs NOW!**

Certificate in Clinical Supervision Trainings in Essex and Morris Counties, NJ Courses held in March, April, May, June

Approved provider for continuing education in accordance with the
Association of Social Work Boards and National Board for Certified Counselors

Family Intervention Services, Center for Family Success, provider # 1161, is approved as a provider for social work continuing education by the Association of Social Work Boards through the Approved Continuing Education program. FIS is also a National Board for Certified Counselor's Approved Continuing Education Provider (#6235). Family Intervention Services, Center for Family Success maintains responsibility for this program.

General Information

Family Intervention Services' Center 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 clinicians working in the field with years of direct service experience and training expertise.

Site Locations: Workshops are scheduled at the following locations:

Essex County: 106 Valley Street, South Orange, NJ
 Morris County: 20 Vanderhoof Avenue, Rockaway/Denville, NJ

Workshops can also be scheduled at your organization for the convenience of your staff.

Continuing Education: Full day workshops provide 5 CEHs and are held 10 am to 4 pm. The Certificate in Clinical Supervision offers a 20-hour intensive study with 20 CEHs (17.5 Clinical and 2.5 Ethics). Workshops are also provided in Ethics and Cultural Competence to meet newly mandated state requirements for social workers. All workshops provide continuing education for Social Workers, LPCs, LMFTs and LACs.

Cost: Training fees are \$95.00 for a full-day workshop, \$60.00 for a half-day workshop and \$350.00 for the Certificate in Clinical Supervision and the Advanced Training in Management and Clinical Supervision. 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. Training held at your agency is \$900 for the first 25 participants, with an additional fee of \$35 per person up to a maximum of 40 persons.

Professional Training Team Members:

- ◆ Maureen Braun Scalera, LCSW, Director, FIS Center for Family Success
- ◆ Natalie Contreras, LPC, FIS Assistant Director of Contract Compliance
- ◆ Eric Kispert, LCSW, LCADC
- ◆ Debra Koss, MD
- ◆ Erika Ledder, LCSW
- ◆ Sandra McBeth, LCSW, FIS Director of Training and Clinical Services
- ◆ Kate Memoli, LCSW, Psychological Services, Monmouth University
- ◆ Jeanne Scala, LPC
- ◆ Patricia Sherman, Ph.D., LCSW, BSW Program, Kean University
- ◆ Brendan Smith, LSW, FIS Director of Research & Evaluation
- ◆ Susan Sterling, LCSW, FIS Assistant Director of Training and Clinical Services
- ◆ Diane Zicarelli, LCSW, Director, Center for Eating Disorders



REGISTRATION FORM (please print clearly & return with payment)

Name: _____
 Address: _____

 Phone 1: _____ Phone 2 : _____
 Email: _____
 Professional License # _____

INDICATE WORKSHOP TITLE	DATE	FEE
<input type="checkbox"/> _____	_____	_____
<input type="checkbox"/> _____	_____	_____
<input type="checkbox"/> _____	_____	_____
		Total Fees Due: _____

METHOD OF PAYMENT (Check one)

Check (payable to FIS) Visa Master Card American Express

_____ Exp. Date _____
Credit Card #

_____ Signature _____
Print Cardholder Name as Appears on Card

PAYMENT: Registration can be paid for by check or with a credit card. Registration forms can be faxed to (973) 275-1568 or mailed with a check to FIS, Center for Family Success, Training Registration, 106 Valley Street, South Orange, NJ 07079. Registration deadline is the Friday preceding the training date.

CONFIRMATION AND DIRECTIONS: Upon receipt of registration and payment, registrants will receive a confirmation email and directions to the training site. Coffee and continental breakfast provided. Lunch not included in the cost.

POLICIES FOR REGISTRATION, FEES AND CONTINUING EDUCATION

COST: Training fees are \$95.00 for a full-day workshop, \$60.00 for a half-day workshop and \$350.00 for the Certificate in Clinical Supervision and the Advanced Training in Management and Clinical Supervision. 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. On-site training at your agency is \$900 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, Center 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: **Essex County:** 106 Valley Street, South Orange, NJ
Morris County: 20 Vanderhoof Avenue, Rockaway/Denville, 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 Center for Family Success Director will be directed to FIS' President/CEO who will contact them to discuss and resolve the grievance.

ACCOMMODATIONS 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 and Clinical Services at (973) 586-5243.

Course Offerings

	DENVILLE	SOUTH ORANGE
Certificate in Clinical Supervision <i>3-Day Training Session</i> (pages 4 and 5)	March 11, 18 and 25	April 22, 29 and May 6
Making Sense of Kids' Diagnoses & Medications (page 8)	March 26	
Male Intimacy: Journey to Emotional Health (page 8)	April 3	
How to Write with Clarity and Impact (page 9)	April 8	
Creative Interventions with School-Age Children (page 9)	April 15	
Working with Latino Families (page 14)	April 21	
Ethics: Managing Boundaries with Colleagues (page 12)	May 1	April 24
When a Client Discloses Sexual Abuse (page 10)	April 30	
Working with Eating Disordered Clients (page 10)	May 6	
Ethics: Negotiating End of Life Issues (page 13)	May 14	
The Person in Performance Improvement (page 11)	May 20	
Advanced Training in Management & Clinical Supervision <i>3-Day Training Session</i> (page 6)	June 1, 8 and 15	
Ethics: Working with Children and Families (page 13)	June 4	
The Art of Creating & Using a Genogram (page 11)	June 10	
Moving Toward Cultural Reciprocity (page 15)	June 17	
The Influence of Culture on Family Dynamics (page 15)	June 23	

Participants must attend all 3 days for certificate!

17.5 Clinical CEHs and 2.5 Ethics CEHs

CERTIFICATE IN CLINICAL SUPERVISION

Trainers: Sandra McBeth, LCSW, Maureen Braun Scalera, LCSW, and Susan Sterling, LCSW

This 3-day training certificate will be offered in the following locations:

Morris County	March 11 & 18th	9am - 5pm	Denville, NJ
	March 25, 2009	9am - 4pm	Denville, NJ
Essex County	April 22 & April 29	9am - 5pm	South Orange, NJ
	May 6, 2009	9am - 4pm	South Orange, NJ

The Certificate in Clinical Supervision is a **3-day (20-hour)** strength-based and skill-focused advanced level training that meets the NJ Board of Social Work Examiners' requirement for Clinical Social Work Supervisors. 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. Course may be taken by non-social work supervisors.

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 social work practice,
- ◆ Identify three important functions of clinical supervision (to provide a 'check and balance' in social work practice; to teach, guide and develop skills in social workers; 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,

TRAINING TOPICS AVAILABLE FOR PRESENTATION AT YOUR AGENCY:

Conducting An Agency-Wide Ethics Audit Administrators are introduced to a seven step ethics audit recommended for use in social service agencies. Methods for conducting ethics audits and case practice exercises integrate ethical practice at every level of an organization.

Teaching Social Skills to Youth Participants will discuss a number of common problem behaviors and identify the social skills needed to improve them. Interventions will be presented to teach and use with youth, in both individual and group treatment modalities.

Crisis Intervention: Theory and Techniques A crisis can be an excellent opportunity for counselors to create movement within families. This workshop provides an overview of the crisis intervention model and strategies for implementing skills during any stage of intervention. Workshop explores how culture impacts crisis and the importance of counselor self-care.

Integrating Case Management Into Practice Case Management is a critical and often overlooked component of working with families. This workshop provides an overview of the goals of case management, the role of a case manager, guidelines for advocacy and techniques in overcoming common obstacles to effective case management. Practice tools will be presented and participants will practice new skills.

Documentation: Capturing Your Work Providing clear documentation is as important as the services conducted with families. Behaviorally specific documentation will be presented along with a review of writing court letters and reports. The development and documentation of measurable goals will be reviewed and there will be a focus on incorporating goals into progress notes. Writing exercises and group discussion will be provided to increase participants' skills development.

Don't See Your Training Topic?

Given the years of experience and expertise of our trainers, FIS can often offer trainings in other topics not included in this brochure. Contact us at (973) 586-5243 to determine if we can meet your specific training request. Training held at your agency is \$900 for the first 25 participants with an additional fee of \$35 per person up to a maximum of 40 persons.

PRESENTERS

Maureen Braun Scalera, LCSW, Director, FIS Center for Family Success

- ◆ Maureen has been teaching and training human services professionals in the child welfare field for 25 years. She also teaches graduate level social work courses at the university level.

Natalie Contreras, LPC, FIS Assistant Director of Contract Compliance

- ◆ 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.

Eric Kispert, LCSW, LCADC

- ◆ Eric works in the areas of relational therapy, men's issues and addictions. He has post-graduate training in marital/family therapy at the Ackerman Institute, and Relational Life Institute in Boston.

Debra Koss, MD

- ◆ Dr. Koss is board certified in Child & Adolescent Psychiatry, and works systemically with children and families experiencing mental health issues. She has completed a post-graduate fellowship at the University of Massachusetts Medical Center, and maintains a private practice in Sparta, NJ.

Erika Ledder, LCSW

- ◆ Erika has been a clinician for the past 10 years, working with children and families in crisis. She currently works as an elementary school counselor and is known for her creative presentations.

Sandra McBeth, LCSW, FIS Director of Training and Clinical Services

- ◆ Sandra has been working with children and families for 17 years, bringing a strong clinical focus to her trainings. She has also taught graduate and undergraduate courses at the university level.

Kate Memoli, LCSW, Psychological Services, Monmouth University

- ◆ Kate has been a family therapist for the past 25 years. She received post-graduate training with Betty Carter from the Family Institute of Westchester. Her expertise is in Bowenian family therapy.

Jeanne Scala, LPC

- ◆ Jeanne has treated perpetrators and survivors of sexual abuse and violence for 15 years. She provides trauma assessments for the Morris County Prosecutor's Office, and is certified in EMDR.

Patricia Sherman, Ph.D., LCSW, Director, BSW Program, Kean University

- ◆ Dr. Sherman provides educational instruction to university BSW and MSW students. She also has over 40 years of clinical experience in agency and private practice settings.

Brendan Smith, LSW, FIS Director of Research & Evaluation

- ◆ Brendan has been supporting the needs of children and families, in both Australia and the United States for 22 years. His expertise is in quality improvement and service delivery.

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

- ◆ Susan has been working with children and families for 17 years in both agency and private practice settings. She has also taught SIFI and graduate level courses at the university level.

Diane Zicarelli, LCSW, Director, Center for Eating Disorders

- ◆ Diane provides individual, group and family therapy focusing on eating disorders and recovery. She coordinates a statewide school prevention program, and gives community presentations.

Day One (Cont'd)

- ◆ 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.

Participants must attend all 3 days

12 Clinical CEHs
5 Ethics CEHs and
3 CEHs in Cultural Competence

ADVANCED TRAINING IN MANAGEMENT AND CLINICAL SUPERVISION

Trainers: Sandra McBeth, LCSW, Maureen Braun Scalera, LCSW and Susan Sterling, LCSW

This 3-day training certificate will be offered at the following location:

June 1 and 8	9am - 5pm	Denville, NJ
June 15	9am - 4pm	Denville, NJ

Social workers assuming supervisory and managerial roles have many responsibilities. The transition from practitioner to supervisor/administrator is riddled with relationship dilemmas. It is essential that new skills be learned in order to be an effective "middle manager", while at the same time providing opportunity for growth. This course will help those working in management positions learn skills and apply organizational concepts to their job using a Solution Focused lens. Participants will explore a range of ethical issues and the role of countertransference.

The workshop will explore how our personal and professional boundaries factor into implementing ethical work practices. Moving beyond our use of self, participants select policies and practices needed to establish an ethical work environment and to enhance our relationships with co-workers. The workshop encourages social work administrators to serve as "ethical role models" in their agencies.

Social Workers and their agencies have been working to become culturally competent in their work with families for a number of years. There is now a need to move beyond competence to a term known as *cultural reciprocity*, that is, "holding cultural differences and diversity in the highest esteem, pro-actively regarding cultural differences and promoting improved cultural relations among diverse groups." Participants will gain an understanding of this new movement and will learn how to move themselves and their agencies toward achieving cultural reciprocity.

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

- ◆ Explain the important role appropriate boundaries have in implementing ethical work practices,
- ◆ Identify a number of workplace barriers that challenge the development of an ethical work climate,
- ◆ Discuss seven steps needed to create an ethical work culture,



CULTURAL COMPETENCE (CONTINUED)

3 CEHs in Cultural Competence

MOVING FROM CULTURAL COMPETENCE TO CULTURAL RECIPROCITY

Trainer: Maureen Braun Scalera, LCSW June 17, 2009 10am-1pm Denville, NJ
Social Workers and their agencies have been working to become culturally competent in their work with families for a number of years. There is now a need to move beyond competence to a term known as cultural reciprocity, that is, holding cultural differences and diversity in the highest esteem, pro-actively regarding cultural differences and promoting improved cultural relations among diverse groups. Participants will gain an understanding of this new movement and will learn how to move themselves and their agencies toward achieving cultural reciprocity.

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

- ◆ Define the terms cultural competence and cultural reciprocity,
- ◆ Describe five key features and four steps associated with cultural reciprocity, and
- ◆ Discuss strategies to implement cultural reciprocity as a practitioner and within an agency.

3 CEHs in Cultural Competence

USING A CULTURAL LENS TO UNDERSTAND FAMILY DYNAMICS

Trainer: Natalie Contreras, LPC June 23, 2009 10am-1pm Denville, NJ
Although families throughout the world have been evolving for decades, it is important to understand the influence of culture on child-rearing practices. This workshop will examine the cultural and psychological factors that influence how people relate to their environment and develop as social beings. Through small group discussions and large group participation, they will increase their knowledge of the impact of culture on family dynamics. The child-caretaker relationship and attachment patterns will be reviewed among various cultures as well as children's temperaments and their impact on family functioning.

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

- ◆ Describe the role of bonding/attachment in parent/child relationships within different cultures,
- ◆ Discuss the impact of culture on separation/individuation, and
- ◆ Explain the role of culture on parenting issues.

CULTURAL COMPETENCE COURSEWORK

5 CEHs in
Cultural
Competence

CELEBRATING CULTURE: WORKING WITH LATINO FAMILIES

Trainer: Natalie Contreras, LPC April 21, 2009 10am–4pm Denville, NJ

This training will expose participants to the stages of the *Cultural Identity Development Model*, and will offer opportunities to increase knowledge of Latino cultural norms such as machismo and personalismo. Identity in the United States, group differences stemming from country or region of origin, cultural and family factors that influence relationships, and perceptions of health/illness and mental health services will all be discussed. Participants will learn skills and techniques to facilitate positive engagement with Latino families. The training will make use of interactive techniques including: small group discussions, role plays, case vignettes and large group participation.

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

- ◆ Identify the stages of the *Cultural Identity Development Model* and discuss the use of these stages in their work with families,
- ◆ Discuss the common cultural norms for Latinos,
- ◆ Discuss ways to engage Latino families,
- ◆ Identify similarities and differences among different Latino cultures, and
- ◆ Use engagement/communication skills to discuss cultural issues including: migration/immigration, perceptions of health, and the seeking of mental health assistance.

Workshop Objectives (continued):

- ◆ Describe skills, policies and practices needed to establish an ethical work environment to enhance our relationships with co-workers,
- ◆ Discuss strategies used to implement cultural reciprocity as a practitioner and within an agency,
- ◆ Define and discuss supervisee/client countertransference and supervisor/supervisee countertransference,
- ◆ Define key factors in assessing the readiness of a supervisee to address countertransference,
- ◆ Describe skills necessary to help a supervisee recognize and manage countertransference responses,
- ◆ Demonstrate skills necessary to assist a supervisee to engage in affect management through use of a case vignette and role play,
- ◆ Describe factors necessary to create a context for Solution Focused Supervision to occur,
- ◆ Describe key constructs of Solution Focused Supervision,
- ◆ Demonstrate skills central to Solution Focused Supervision through use of a case vignette and role play,
- ◆ Discuss the obstacles and strategies to successfully transition from practitioner to supervisor/administrator,
- ◆ Identify key systems concepts that can be applied to organizational structure to assist in effective management of supervisees, and
- ◆ Demonstrate skills needed to become an effective middle manager.

*New Jersey Social Workers
are now required to
Complete 3 CEHs in
Cultural Competence*

12 Clinical CEHs
5 Ethics CEHs and
3 Cultural Competence
CEHs

Participants
must attend
all 3 days for
certificate!

SUCCESSFUL SOLUTIONS COURSEWORK

3 Clinical CEHs

MAKING SENSE OF KIDS' DIAGNOSES AND MEDICATIONS

Trainer: Debra Koss, M.D. March 26, 2009 9:30am–12:30pm Denville, NJ

This 1/2 day workshop will present an overview of the various classes of psychotropic medications used to treat children and adolescents with mental illness. Medications will be introduced as treatment interventions for specific diagnostic entities, including: ADHD, anxiety, depression, Bipolar Disorder and Pervasive Developmental Disorders.

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

- ◆ Be familiar with the various classes of psychotropic medications for children and adolescents, and the indications for their use,
- ◆ Understand the components of a psychiatric evaluation for children and adolescents, and
- ◆ Appreciate how medications can be integrated into a comprehensive multidisciplinary treatment plan.

5 Clinical CEHs

MALE INTIMACY: HELPING MEN ON THEIR JOURNEY TO EMOTIONAL HEALTH

Trainer: Eric Kispert, LCSW, LCADC April 3, 2009 10am–4pm Denville, NJ

This workshop will examine many of the factors that influence male intimacy. Male strengths and limitations, cultural drivers and social tolerances will be explored. The barriers that prohibit male intimacy will be highlighted. Significant attention will be given to techniques that empower men to connect emotionally.

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

- ◆ Identify the contextual components affecting male intimacy, at both the micro and macro levels,
- ◆ Increase awareness of the barriers that prevent male intimacy, and
- ◆ Increase skills to aid men in creating relational breakthroughs.

ETHICS COURSEWORK (CONTINUED)

5 Ethics CEHs

ETHICS: MANAGING END OF LIFE ISSUES

Trainer: Patricia Sherman, LCSW, Ph.D. May 14, 2009 10am–4pm Denville, NJ

Facing end of life issues is challenging for most clinicians. Handling our personal reactions must also take into consideration ethics and decision making. This workshop will take participants through end of life issues and incorporate ethical practices into their work.

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

- ◆ Become familiar with ethical principles relevant to end-of-life care,
- ◆ Understand issues involved in passively/actively hastening death,
- ◆ Discuss seminal cases in end-of-life medical ethics,
- ◆ Develop an appreciation for the complexities of end-of-life decision-making, and
- ◆ Appreciate how culture influences end-of-life ethical decision making.

5 Ethics CEHs

ETHICS: THE CHALLENGES OF WORKING WITH CHILDREN AND FAMILIES

Trainer: Sandra McBeth, LCSW June 4, 2008 10am–4pm Denville, NJ

Most clinicians struggle with how to address the ethical dilemmas that commonly emerge when working with children and families. This workshop will provide the participant with information regarding confidentiality and ethical decision making. Relevant HIPAA information will also be reviewed.

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

- ◆ Discuss confidentiality issues as they relate to working with children,
- ◆ Discuss use of healthy boundaries within family relationships, and
- ◆ Explain one formal process of ethical decision making.

ETHICS COURSEWORK

5 Ethics CEH

ETHICS: MANAGING ETHICAL BOUNDARIES WITH COLLEAGUES AND SUPERVISEES

**Trainer: Maureen Braun Scalera, LCSW April 24, 2009 10am–4pm South Orange, NJ
May 1, 2009 10am–4pm Denville, NJ**

This workshop moves participants beyond boundary issues with clients and explores boundary issues that arise among co-workers and in the supervisor-supervisee relationship. Boundary issues will be viewed through a culturally diverse lens and processed within the context of ethical social work practice. The workshop explores agency practices and policies, and how they relate to ethical best practices. Participants will have the opportunity to practice use of boundary setting skills within a variety of work-related scenarios.

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

- ◆ Identify a number of boundary situations that arise between colleagues and co-workers,
- ◆ Describe boundary issues that emerge within a supervisor-supervisee relationship,
- ◆ Discuss how culture, gender and age impact how a person defines and adheres to their boundaries,
- ◆ Explain the important role appropriate boundaries have in implementing ethical work practices, and
- ◆ Demonstrate skills needed to establish appropriate boundaries in supervisor-supervisee relationships and with co-workers.

*New Jersey Social Workers
are required to
Complete 5 CEHs in Ethics
and 3 CEHs in
Cultural Competence*

SUCCESSFUL SOLUTIONS COURSEWORK (CONTINUED)

3 CEHs

HOW TO WRITE WITH CLARITY AND IMPACT

Trainer: Brendan Smith, LSW April 8, 2009 10am–1pm Denville, NJ

Writing with clarity and impact is one of the hardest skills to master. This workshop will provide participants with a range of easy to implement strategies to improve the clarity and impact of their written word. It is aimed at human service managers, supervisors, grant writers, practice staff and anyone else who wishes to become a better communicator. This workshop is not a boring exploration of the rules of grammar, but rather, it draws upon a large range of eclectic and fun sources as the basis for a hands-on learning experience.

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

- ◆ Implement a range of tools to improve written communication,
- ◆ Write with greater impact, and
- ◆ Be more focused and confident writers.

5 Clinical CEHs

CREATIVE INTERVENTIONS WITH SCHOOL-AGE CHILDREN

Trainer: Erika Ledder, LCSW April 15, 2009 10am–4pm Denville, NJ

Working with children in counseling settings is always a challenge. This workshop will increase participants' knowledge and skills in age appropriate interventions for school-age children who are experiencing a wide multitude of emotional and behavioral problems. Strategies for working with non-counseling personnel and parents will be reviewed. There will be a strong focus on hands-on tools and interventions - so be prepared to practice skills and have some fun!

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

- ◆ Demonstrate age appropriate interventions with school aged children experiencing emotional and behavioral issues through use of case vignettes and small group exercises,
- ◆ Describe strategies to work with non-counseling personnel on how to reinforce skills in the classroom setting, and
- ◆ Define techniques to work with parents to reinforce skills in the home setting.

Register Early to Reserve Your Space!

SUCCESSFUL SOLUTIONS COURSEWORK (CONTINUED)

5 Clinical CEHs

WHAT TO DO WHEN A CLIENT DISCLOSES SEXUAL ABUSE IN YOUR OFFICE

Trainer: Jeanne Scala, LPC April 30, 2009 10am–4pm Denville, NJ

Even the most seasoned of therapists struggles to respond when a client discloses sexual abuse. This workshop will provide the participant with the tools and knowledge necessary to feel prepared to effectively respond to their clients when they face a disclosure of abuse.

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

- ◆ Recognize the symptoms children and adults may exhibit when they have experienced a history of traumatization,
- ◆ Know what their ethical and legal responsibilities are once sexual abuse is disclosed,
- ◆ Be familiar with therapeutic techniques and interventions in response to “fresh” disclosures,
- ◆ Describe how trauma is catalogued in the brain and how this impacts disclosure and treatment, and
- ◆ Identify how environmental and familial factors impact disclosure and recantation.

5 Clinical CEHs

HOW TO WORK WITH EATING DISORDERED CLIENTS

Trainer: Diane Zicarelli, LCSW May 6, 2009 10am–4pm Denville, NJ

Clinicians frequently discover a client has an eating disorder well into the treatment process. This workshop will explore the knowledge and skills necessary to assess for eating disorders such as Anorexia Nervosa, Bulimia, and Compulsive Eating. Dual diagnoses and medical complications from these three disorders will also be presented. Participants will be given a framework to assist them in determining when specialized services are needed.

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

- ◆ Describe the assessment protocol to determine if a client may have an eating disorder, i.e. Anorexia Nervosa, Bulimia, Compulsive Eating,
- ◆ Explain dual diagnoses and medical complications resulting from these three eating disorders and their impact on clients, and
- ◆ Discuss how to determine when additional services are needed for clients.

SUCCESSFUL SOLUTIONS COURSEWORK (CONTINUED)

5 Clinical CEHs

THE ART OF THE GENOGRAM: FROM ASSESSMENT THROUGH TERMINATION

Trainer: Kate Memoli, LCSW June 10, 2009 10am–4pm Denville, NJ

Most clinicians are aware of the concept of a genogram and some even use it as an assessment tool to capture family demographics. The genogram is a tool that offers the clinician so much more information about a family. This workshop will provide the participant with the skills and knowledge necessary to begin to expand their use of this tool to include treatment planning. It will also help the participant to integrate advanced Bowenian concepts into their work through the utilization of a genogram.

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

- ◆ Develop skills to construct a genogram,
- ◆ Apply advanced concepts of Bowen’s Theory when making an assessment and creating a treatment plan through the use of a genogram, and
- ◆ Demonstrate the use of a genogram as an assessment and treatment tool through the use of case vignette and group discussion .

5 CEHs

PUTTING THE PERSON BACK INTO PERFORMANCE IMPROVEMENT

Trainer: Brendan Smith, LSW May 20, 2009 10am–4pm Denville, NJ

Many organizations have extensive policies, procedures, models, systems, processes and practices in place to monitor and improve their organizational effectiveness. This focus on the technology of performance, while important, leaves out the most important element – the person. This workshop will explore the fundamental question – What motivates people to embrace change? It will also cover new ways of thinking and acting in the workplace. A better understanding of these concepts will supercharge an organization’s success.

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

- ◆ Focus on people rather than the technology of performance improvement,
- ◆ Empower and motivate people to be active participants in change, and
- ◆ Implement real and meaningful organizational change in the workplace.