Behavioral Health is Essential To Health

Prevention Works

Treatment is Effective

People Recover
Disclaimer

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The Importance of Growing New Leaders from within the Peer Workforce

National Center for Trauma-Informed Care Virtual Learning Network (VLN)

Session Seven – August 2017
### Agenda for the call

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### Check-in & Attendance

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The Importance of Growing New Leaders from within the Peer Workforce

Melody Riefer, MSW
Advocates for Human Potential
Our goal for this project…

We will increase meaningful involvement of peer workers within service delivery and leadership/management of programs by strengthening the definition and understanding of the role of peer services.

This is a priority because *individuals with first person experience of recovery have a wealth of knowledge and compassion* that is critical for continued improvement of the behavioral health system.
Context for our work: not on off

- All Services
- Med Management
- Therapy
- Peer Support
- Recovery Oriented
- Trauma Informed
- Person Centered
Context for our work: applied principles
Context for our work: applied principles

- Med management
- Therapy
- Psych rehab
- Case management
- Residential
- Co-occurring
- Supported employment/education
- Etc.
Leadership

- Each one grow one
  - Effective leaders begin looking for their replacement early in their tenure.
  - The right person for the job might need any opportunity to grow
Consider this: The greatest obstacle for peer integration within provider systems is the lack of a career ladder.
Importance of Creating Career Paths

- Positions that do not have a career ladder appear to others as being of limited value to the organization.
- Individuals in these positions often feel under valued and under motivated.
- ‘Junior’ employees with no potential for growth quickly become mascots within the organization and are left out of the ‘game’.
Career Paths and Mixed Messages

- We want to hire you because of your first-person experience with recovery
- But we want you to do tasks that have little to do with your expertise
- We may ask you to not share personal information or stories
- We may question your recovery
- We want you to model ‘being a good patient’ (which is not = to recovery)
Integration of peer work must be an intentional act.

Building a career ladder will best serve everyone.
Growing new leaders: first who then what

- Leaders grow leaders – **first who**
  - Who are your champions?
  - Who is carrying the energy of the work?
  - Who is already mentoring others?
  - Who steps up and takes action steps?
  - Who is thinking creatively?
  - Who works best when you get out of the way?

- Note: none of these questions ask about a degree, job title, accreditation, etc.
Growing new leaders: first who then what

- Leaders grow leaders – *then what*
  - *The 3Cs – competencies, character, chronos*
Chronos

- Chronos is time and takes time
- Leaders can’t grow new leaders without being there, without taking the time
  - Can’t outsource it
- Time is a reality. It is a constant. You can’t avoid addressing it as an issue.
A servant leader explores three “courses” essential to learning to lead—reflective work that results in a guiding life purpose or mission; learning from the life and experiences of mentors; and being part of a community of practice that learns together and holds each other accountable.

Themes most closely related to character:

- Humility
- Courage (moral and personal)
- Caring
- Integrity
- Perseverance
Competency

Suggested competencies:

- Have the **ability** to build an organization where truth and transparency prevail
- Take complexity and bring **simplicity** to it
- Grow the **next generation** of leaders
- **Shape the culture** of the organization
- Let people know that you **care** about them, that you **love** them
Why is this relevant to Peer Workers and Integration?

• Reflect on the topics we’ve explored in this series
  • *Tying the principles of trauma-informed approaches to peer work and integration*
  • *Lessons from the field: putting principles in action, considerations of guidelines and ethics*
  • *Fostering buy-in through education and training*
  • *Input and feedback: what do you need?*
  • *Strategies for effective integration within real world settings*
  • *The culture of peer work and peer workers; a journey*
  • *And today, growing new leaders*
The Leader in Me
DISCUSSION QUESTIONS!
Our final learning network call is **September 26th**

- You will be our guest speaker!
- Each team will prepare a 6 minute presentation to share on the call and submit a brief companion written summary
6x6 Presentation Model

Six slides in six minutes - Use bullets points to outline these ideas

- **Title Slide:** Organization name, names of participants, your project or action steps (include how you involved trauma survivors/ service recipients/family members as part of your team.

- **Slide 1:** What was the aim for participating, for joining the VLC

- **Slide 2:** What changes did you make? What activities did you implement? What resources were most valuable to you and why?

- **Slide 3:** If you made changes, what were the results? Did you see improvements (use data if possible)?

- **Slide 4:** What challenges did you face and how did you overcome them?

- **Slide 5:** What will you do next as a result of participating in the network?

- **Slide 6:** How did this project impact your service recipients and your organization?
• Prepare a 2-3 paragraph summary of your experience to share with the learning network and potential VLN members.

• Repurpose anything you have already written that serves as a report to your organization – a summary for your Board, monthly or annual report, or any kind of working/strategic planning committee.

• You may submit what you’ve already written, or shorten it to include the above information.

• We will include some of this information in the peer integration brief we are writing along with our annual report for SAMHSA.
Our goal for this project...

We will increase meaningful involvement of peer workers within service delivery and leadership/management of programs by strengthening the definition and understanding of the role of peer services.

This is a priority because individuals with first person experience of recovery have a wealth of knowledge and compassion that is critical for continued improvement of the behavioral health system.
Our final call is September 26th

Thanks for all you do!