

National Juvenile Services Leadership Institute

Better When We Learn and Grow Together: Healthy Leaders, Healthy Staff, Healthy Environments

September 9-11, 2019 • Westin Hotel, New Orleans, LA

MONDAY, SEPTEMBER 9, 2019

6:00 PM – 8:00 PM

Welcome Reception

Informal opportunity to meet this week's training team and network with peers and colleagues from around the United States.

TUESDAY, SEPTEMBER 10, 2019

8:00 AM – 9:15 AM

Opening Session

With Welcome Comments & Overview of the Institute

- Dipesh Chauhan, Chairman of the Board of Directors, National Partnership for Juvenile Services & Director of Program Development, JusticeWorks YouthCare, Inc., Bath (PA)
- Joey Dominick, President, Louisiana Juvenile Detention Association & Executive Director, Florida Parishes Juvenile Justice District, Covington (LA)
- Carol Cramer Brooks, Lead Consultant, Juvenile Justice Associates & National Partnership for Juvenile Services, and Content Planner for the NPJS Leadership Institute, Wilmington (NC)

KEYNOTE

Individual Growth Is a Team Effort:

Why a Healthy Work Environment Creates the Springboard for Success

Anthony DeNino, Founder & President, CORE-Creating Our Own Reality, Charlotte (NC)

9:30 AM – 12:30 PM

Concurrent Workshops

Veteran Leader Group #1:	Emotional Intelligence
Veteran Leader Group #2:	Coaching for Performance
Young/Emerging Leaders (all groups):	Creating a Positive Social Climate

12:30 PM – 2:00 PM

Lunch (provided)

The Importance of Performance-Based Standards (PbS) for Current and Future Leaders (presented by CJCA)

2:15 PM – 5:15 PM

Concurrent Workshops

Veteran Leader Group #1:	Coaching for Performance
Veteran Leader Group #2:	Emotional Intelligence
Young/Emerging Leaders Group #1:	CBT 2.0 – A New Approach
Young/Emerging Leaders Group #2:	Using Mindfulness to Counteract Vicarious Trauma & Mindfulness

5:15 PM – 6:15 PM

Networking Activity by Group

WEDNESDAY, SEPTEMBER 11, 2019

8:00 AM – 9:15 AM

General Session (all groups)

Can't Stop the Feeling: Contagious Emotion & Staff Well-Being
Kellie Rhodes, Founder, Limbic Legacy, Denver (CO)

9:30 AM – 12:30 PM

Concurrent Workshops

Veteran Leader Group #1:	Ethical Decision Making
Veteran Leader Group #2:	Creating a Culture of Accountability
Young/Emerging Leaders Group #1:	CBT 2.0 – A New Approach
Young/Emerging Leaders Group #2:	Using Mindfulness to Counteract Vicarious Trauma & Mindfulness

12:30 PM – 1:30 PM

Lunch & Mentoring Activity (provided)

1:45 PM – 4:45 PM

Concurrent Workshops

Veteran Leader Group #1:	Creating a Culture of Accountability
Veteran Leader Group #2:	Ethical Decision Making
Young/Emerging Leaders (all groups):	Leading a Positive Milieu

4:45 PM

Adjourn

Presentation Descriptions

Can't Stop the Feeling: Contagious Emotion & Staff Well-Being *(General Session)*

by Kellie Rhodes, Founder, Limbic Legacy, Denver (CO)

Youth treatment is both heroic and exhausting work. This playful presentation explains how contagious emotions on your unit can give you courage and energy, or leave you feeling like you need a week in bed. Explore the profound impact contagious emotion has in the milieu, and how to choreograph that contagion to transform aggressive units into peaceful sanctuaries. This engaging interactive and hands-on session gives you a new perspective of your youth that will leave you excited to get back and see who they, and you, really are in the world.

Coaching for Performance *(Session for Veteran Leaders)*

by Rick Quinn, Master Training Consultant, National Partnership for Juvenile Services; Retired Trainer from New York State Office of Children & Family Services (1994-2015)

This learning experience defines coaching and contrasts coaching with other types of developmental approaches, i. e. training, teaching, showing “how it’s done”, telling “how it’s done”. The course identifies the “mind” of the person receiving the coaching as the key to effective coaching, and answers the question, “If the mind is the key, what is the key to the mind?”. Participants will work collectively to develop effective strategies.

Creating a Culture of Accountability *(Session for Veteran Leaders)*

by Mel Brown, Ph.D., President/CEO, Mel Brown Associates, Conroe (TX)

Having a culture of accountability greatly increases the effectiveness of an organization because employees consistently produce organizational success, human fulfillment and the creation of real value. However, getting there represents more of an ongoing journey than an actual destination. Leaders, together with everyone else in the organization, must work continually to create and maintain such a culture. Participants in this workshop will learn how to make that happen.

Creating a Positive Social Climate *(Session for Young/Emerging Leaders)*

by Richard Gentry, Director, Ingham County Youth Center, Lansing (MI)

This training will examine the importance of establishing a positive, safe, and secure environment using concepts and philosophies from the Social Cognitive Theory. The importance of healthy relationships based on positive reinforcement and the modeling of positive, pro-social behaviors by care givers will be emphasized. Attendees will also learn about Kurt Lewin’s behavior formula and how the physical environment can play an important role in a youth’s behavior.

Emotional Intelligence: The Space between Good and Great *(Session for Veteran Leaders)*

by Keisha Isaacs, Staff Trainer, Cook County Juvenile Temporary Detention Center, Chicago (IL)

Based on the work of Daniel Goldman, Emotional Intelligence is a set of five skills and competencies that empower the best leaders to maximize their performance while promoting greater performance of their followers. The (EI) skills include: self-awareness, self-regulation, motivation, empathy and social skill. This training will explore those skills and competencies in order to help administrators and mid-level managers move from “The space between good and great”.

Ethical Decision Making *(Session for Veteran Leaders)*

by Rick Quinn, Master Training Consultant, National Partnership for Juvenile Services; Retired Trainer from New York State Office of Children & Family Services (1994-2015)

This learning experience defines and explores ethical decision making from the perspective of Right vs Right ethical dilemmas, i.e. “It’s right to support a loyal, experienced, long term staff member who is suspected of violating agency policy and as a supervisor it’s also right to uphold and enforce agency policy. The course goes on to categorize types of ethical dilemmas and suggested means of resolution. Participants are encouraged but not required to bring an ethical dilemma they struggle with to consider during course.

Individual Growth Is a Team Effort *(General Session)*

by Anthony DeNino, Founder & President, CORE-Creating Our Own Reality, Charlotte (NC)

This presentation will discuss how growth for an individual, team, and organization does not just fall on one person. Part of being an effective leader means helping others grow, however, for a truly ideal work environment, it is important for everybody to work together to achieve goals...both individually and as an organization. To that point, people will understand that you don't have to be in charge, to be a leader. This talk will be laced with humor, be thought-provoking, and most importantly, will motivate the audience to create the work environment necessary to impact the greatest number of co-workers and clientele. The presenter will relay engaging stories, encourage audience participation, and share strategies that will help each participant become more successful in achieving their goals.

Leading a Peaceful Milieu *(Session for Young/Emerging Leaders)*

by Kellie Rhodes, Founder, Limbic Legacy, Denver (CO)

A peaceful milieu breaks down into three components; predictable food, predictable safety including dignity, and a well-resourced conspecific partner. If you have these three components, your milieu is safe and therapeutic, even playful. If you don't its chaos. Kids are talking back to staff, there are more youth in sit-outs or behavioral sequences, more aggression, more somatic complaints, and more restraints. These are the units where staff rack up overtime filling out Incident Reports after their shift, they invite more scrutiny from licensing and monitoring, and turnover in these units is faster than fast-food retail. This presentation introduces leaders to the three components of a peaceful milieu, and offers playful experientials to invite the visceral sensations of each component. Training/Learning Objectives: a. Discover how to utilize dopamine to improve milieu safety b. Recognize the difference between availability and predictability c. Learn how to conduct a predictability assessment on your milieu/facility

"Too Hot to Handle": How CBT 2.0 Brings Youth to a Critical Cool Space *(Session for Young/Emerging Leaders)*

by Carol Cramer Brooks, Lead Consultant, Juvenile Justice Associates LLC & National Partnership for Juvenile Services, Wilmington (NC)

Based in Kahneman's System 1 (Hot) and System 2 (Cool) Routes to Decision Making theory, research from the UIC Crime Lab indicates that in order to increase the effectiveness of existing CBT programs practitioners must first help youth recognize, control, and seek alternatives to their Automatic Thoughts and Automatic Behaviors. Put another way, an important CBT principle is "Stop and Think." CBT puts a lot of emphasis on the "think" aspects. However, if youth never achieve the "Stop", the "think" is not going to occur. CBT 2.0 helps youth and practitioners understand "what" needs to be stopped-the "hot" Automatic Thinking and Behaviors-and "how" to stop it. The CBT 2.0 curriculum is a series of activities designed to be facilitated by direct care staff and delivered to youth in confinement facilities. Learners in this workshop will receive a copy of the CBT 2.0 curriculum. During the workshop learners will gain an understanding of the key principles required to deliver the curriculum.

The Importance of Performance-Based Standards (PbS) for Current and Future Leaders (presented by CJCA)

by Kim Godfrey, Executive Director, Performance Based Standards

Description – Pending

Using Mindfulness to Counteract Vicarious Trauma *(Session for Young/Emerging Leaders)*

by Munna Rubaii, Past President of Juvenile Justice Trainers Association, Retired Trainer from New York State Office of Children & Family Services, Ithaca (NY)

Working with traumatized clients heightens our risk of experiencing vicarious trauma. Learn to notice the effects of vicarious trauma and practice a variety of mindfulness techniques that can be used to counteract those effects.