

Familylinks Training Institute

JULY - DECEMBER 2018



**Cost-effective training
solutions for you.**

QUICKGUIDE

COURSE #	TITLE	DAY	DATE	TIME
1.	Developing & Sustaining Dynamic Communication	W	8/29	9:30 – 4:30
2.	Women in Addiction and Recovery	TH	9/6	9:30 – 4:30
3.	Managing Workplace Stress	T	9/11	9:30 – 12:30
4.	Trauma in Families	T	9/18	9:30 – 4:30
5.	Marijuana, Cannabis, THC: What It Is, Where It's Been, Where It's Going?	W	9/26	9:30 – 4:30
6.	Motivational Interviewing and Supervision	TH	9/27	9:30 – 4:30
7.	Leadership Series: Leadership and Emotional Intelligence	W	10/31	9:30 – 4:30
8.	Reflective Supervision	M	11/5	9:30 – 4:30
9.	Effective Strategies for Working with Families in Crisis	T	11/13	9:30 – 4:30
10.	Helping Children and Adolescents Manage Difficult Emotions	W	11/14	9:30 – 12:30
11.	Understanding the PA Child Protective Service Law	W	11/21	9:30 – 12:30
12.	Crisis intervention with Children and Adolescents	M	11/26	9:30 – 4:30
13.	Engaging Fathers – The Importance of Dads and Why We Need Them	W	11/28	9:30 – 4:30
14.	Afrocentric Approaches to Social Services	M	12/17	9:30 – 4:30

Featuring a new, important course, “Engaging Fathers – The Importance of Dads and Why We Need Them” (see page 4).

More than 20 million children live in a home without the physical presence of a father. If it were classified as a health crisis, fatherlessness would be an epidemic worthy of attention as a national emergency. Research suggests that children with involved and engaged fathers tend to have more positive outcomes relative to physical, cognitive, and social emotional health. This timely and enlightening presentation will discuss challenges and barriers within the social services system as well as provide a framework for incorporating engagement principles into your services.

**All trainings will be held at Familylinks Highland:
401 North Highland Avenue, Pittsburgh, PA 15206**

We recommend using public parking. If you enter 6036 Harvard Street into your GPS, you will be directed to the closest parking lot to our facility.

1. Developing & Sustaining Dynamic Communication

August 29

9:30 – 4:30

Amato

Learn how to become a leader who explicitly articulates the vision of an organization and how the work of all employees fits with that vision. Develop the skills required to become someone who can be responsible for communicating effectively to the people they lead. Develop effective leadership skills, including learning about the critical role the leader plays in using, modeling and instructing employees how to effectively communicate within the team and how to hold all members accountable to sustaining this level of communication.

2. Women in Addiction and Recovery

September 6

9:30 – 4:30

Abbott

Enhance your skills as a service provider for women confronting addiction and recovery. Discuss the myths and issues surrounding women and addiction and also discuss the specific needs of this population. Discover effective strategies for addressing those needs as we focus on barriers to treatment as well as the challenges women face in committing to recovery after treatment.

3. Managing Workplace Stress

September 11

9:30 – 12:30

DeYoung

It is difficult to talk about stress without context. We must look at the sources of the stress, our belief systems that effect the impact of that stress and ways that we can handle specific common issues/problems in order to lessen our stress at work. This training will do just that, and give you goals and strategies for how to combat the stress that impacts of every day at work.

4. Trauma in Families

September 18

9:30 – 4:30

DeYoung

Traumas are frightening, often life-threatening, or violent events that can happen to anyone. Trauma can affect one member of a family, several members, or the whole family. Trauma can cause stress responses that can negatively impact family functioning. Families who experience multiple, or chronic traumas usually have fewer resources needed for recovery. This training will provide a brief overview of trauma, and also discuss factors such as age of children, culture, and ethnicity that may impact recovery and resilience. Further, ways to help families decrease the likelihood of further trauma, ways to support each other, and increase effective communication will also be explored. Signs/symptoms of trauma/PTSD and what caregivers can do when they see these signs will be discussed.

Important new online access information for the Familylinks Learning Center on pages 8 & 9.

5. Marijuana, Cannabis, THC: What It Is, Where It's Been, Where It's Going?

September 26

9:30 – 4:30

Palladini

Through a historical timeline, the cannabis plant will be reviewed for its industrial, medicinal, and recreational properties. The pharmacology of THC and CBD will be reviewed and the neurochemical, physiological, and behavioral effects will be discussed. The impact of cannabis use in the treatment field will be studied through statistical and observed data, and the current legal and economic status of the drug will be reviewed to assess the current and future impact on treatment needs.

6. Motivational Interviewing and Supervision

September 27

9:30 – 4:30

Amato

This training is designed to help clinical supervisors provide meaningful supervision to staff who are developing and using skills in Motivational Interviewing. Essential tools, including skill-evaluation, clinical feedback, planning and teaching will be discussed. The parallel process between the Supervisee – supervisor and Supervisee – client relationships will be examined as a tool for modeling MI skills. Identifying clinicians Stage of Change regarding clinical MI tasks/ skills will also be explored.

7. Leadership Series: Leadership and Emotional Intelligence

October 31

9:30 – 4:30

Amato

Tune into the importance of emotional intelligence and interpersonal relationships in the workplace. Connecting with colleagues and employees on a genuine level is a direct result of high emotional intelligence and leads to better working relationships. Find out how self-awareness, social awareness, self-management, and social skills influence the way people handle themselves and their relationships. Also, discover how these strengths play a bigger role than cognitive intelligence in determining success in life and in work, as studied by Daniel Goleman, author of Emotional Intelligence and other writings on this subject.

8. Reflective Supervision

November 5

9:30 – 4:30

Amato

Explore the opportunities as well as the constraints of providing reflective supervision, taking a realistic approach to overcoming challenges that many supervisors face. Examine how this style of supervision provides support to staff who struggle with emotional issues that may emerge as a result of working with clients experiencing a wide variety of traumatic issues. Focus specifically on ways of adopting a more reflective approach in supervision and the skills and attitudes that can be implemented. The components of reflective supervision, observing and practicing key skills associated with reflective practice and strategies for providing responsive versus reactive responses in the supervisory relationship will also be explored.

9. Effective Strategies for Working with Families in Crisis

November 13

9:30 – 4:30

Sample

Today family dynamics, structure and crisis can be complicated to understand and create challenges in everyday living. A breakdown in communication, rules, roles, boundaries, and goals are subject to occur during a crisis. Therefore, understanding the dynamics and characteristics that change during a time of crisis is essential to providing quality services. This workshop will provide effective strategies to assist caseworker with taking steps that will assist families with identifying coping skills and strategies that may prove to be beneficial when attempting to assist families with resolving crisis.

10. Helping Children and Adolescents Manage Difficult Emotions

November 14

9:30 – 12:30

DeYoung

Children's feelings can often be intense. Children can be quickly taken over by feelings of frustration, excitement, fear, anxiety, anger, or joy. When feelings take over a child's behavior, they can find it difficult to cope without the support of an adult. This is why we must teach children how to recognize the onset of these feelings, and how to manage them in an adaptive manner. This training will give assist you in helping children identify their feelings, and understand the connection between physical feeling and emotions. Also covered will be ways to help children sort through these feelings in adaptive manner.

11. Understanding the PA Child Protective Service Law

November 21

9:30 – 12:30

DeYoung

Discover and learn about the current facts and recent changes surrounding the Child Protective Services Law. Learn about the forms of abuse/neglect that are considered under this law, in addition to Mandated Reporting guidelines, Perpetrator by Omission guidelines, and how to respond appropriately when abuse/neglect is disclosed. Note: This training has been approved by The Pennsylvania Department of Human Services, Office of Children, Youth and Families.

12. Crisis intervention with Children and Adolescents

November 26

9:30 – 4:30

DeYoung

Intervening with, and attempting to manage a youth in crisis is our most challenging, emotional, and stressful responsibility. If we are to help our most troubled and challenging youth, then adults must learn how to use a crisis as an opportunity for learning and growth. This training provides participants with an overview of the crisis continuum. Areas of discussion will include: origins of crisis, types of aggression, the crisis cycle, conflict cycle, early crisis intervention, aggressive crisis intervention, and aftermath of the crisis. Participant will also explore the need for self—awareness when working with troubled youth.

13. Engaging Fathers – The Importance of Dads and Why We Need Them

November 28

9:30 – 4:30

Fleming

More than 20 million children live in a home without the physical presence of a father. If it were classified as a health crisis, fatherlessness would be an epidemic worthy of attention as a national emergency. This training will focus on a service system that will provide a framework for addressing this very real crisis that is impacting our children, families and communities. Participants will gain an understanding of the direct effects that the following systems are having on our families and fathers: 1) Mental Health since men typically do not seek treatment. 2) Legal System and biases that men can experience i.e. race, gender. 3) Workforce Development especially men with criminal backgrounds. 4) Housing barriers. 5) Child Welfare Systems are a big concern. Challenges and barriers faced by fathers, and the process of engagement that will help to address these issues will also be examined. A framework, which includes principles of father engagement that have shown positive outcomes, will be presented.

14. Afrocentric Approaches to Social Services

December 17

9:30 – 4:30

Hall

This workshop will provide information and education for professionals to utilize in the services they provide to African Americans. It focuses on integral African American psychological and clinical influences, which should be considered when providing services to African American consumers in today's social service environments. The workshop will provide valuable insight to counselors, therapists, case managers and other professionals. Notable clinical and psychological professionals and how their theories contribute to today's treatment of black consumers, will be discussed. In addition, participants will study and discuss, current clinical professional contributions to this topic.

TRAINING & CONSULTATION STAFF

John Amato, MEd, Director has over 30 years of clinical, managerial and training experience in social services. He is a certified trainer for the Pennsylvania Child Welfare Resource Center. Since 1994, John has delivered hundreds of workshops and has provided consultation and training in the areas of leadership, and team development. He has also provided trainings on chemical dependency and recovery and at-risk youth related issues. John earned his Master's degree from the University of Pittsburgh in 1980. In February, 2014, John became a Certified Situational Leadership Experience trainer. In October of 2015, he became a Predictive Index Analyst.

Deborah Murphy, BA, Training Coordinator has over 20 years of experience in social service administration, Deborah manages the operations and logistics of the department. She is your first point-of-contact concerning training products and services.

Tricia DeYoung has over 18 years of clinical, training, and leadership experience, working in Pennsylvania, Florida, and Texas. She is a Professional Level TCI Instructor as well as an American Heart Association Instructor Trainer for CPR/BLS. She has extensive training in the Boys Town Family Teaching Model, trauma informed care, as well as crisis intervention.

ASSOCIATE TRAINERS

Lori Abbott is currently the Program Manager for POWER. She has over 10 years of experience working with both dually diagnosed and addicted women and their families. Her experience includes both inpatient and outpatient AOD treatment as a Clinical Therapist, Clinical Supervisor and Program Manager.

George J. Fleming is a native of Pittsburgh, Pennsylvania. He is a graduate of Clarion University and has worked in the Human Services field for the past 30 years. His background includes several decades of administration and management of various alcohol, tobacco and other drug treatment programs, residential group homes, mental health services, reunification services, homeless shelters, and prevention services. Mr. Fleming is the Founder and Executive Director of C & G Consulting and Training.

Princeaner Hall has over 25 years of diversified, corporate, private and non-profit business experience. This includes substance abuse education, prevention and treatment, HIV/AIDS education and prevention, for adults and youth. Her knowledge and practical experience in this area were furthered while at The House of the Crossroads and Addison Behavioral Care, Inc., where she functioned as clinical supervisor, counselor and attained her CADC. Over the last twenty years she has contributed her expertise in a wide array of social service organizations in the areas of creative development, project management and quality assurance. She is a member of the Pittsburgh African American Chamber of Commerce and has volunteered at Pressley Ridge Homeplaces, Addison Behavioral Care, Inc. and The Partnership for Minority HIV/AIDS.

Michael Palladini has over 20 years of work experience in hospital, retail and long term care pharmacy. He has helped to develop and instruct in pharmacy technician programs, has been involved in action committees to address prescription drug abuse, and has been a certified trainer for PA Certification Board and the PA Department of Drug and Alcohol Programs for many years. He is the founder of Three Suns Publishing, a sole proprietorship developed to educate and inform interested parties in the areas of drug addiction. He recently published "Drugs of Abuse: From Doctors to Dealers, Users and Healers."

Madeline Z. Sample is a Drug and Alcohol Specialist at POWER. She provides training, consultation and educational groups for staff and parents at the Family Support Centers located on the Northside. She has over 26 years of clinical, supervisory and training experience in the social services field. Since 1989 she has provided competency based training in the areas of chemical dependency and issues related to working with families in crisis and at youth risk. Madeline earned her Master's degree in Counseling Education with an emphasis in Drug and Alcohol from University of Pennsylvania and has completed the pre-doctoral program at United Theological Seminary.

ONSITE LEADERSHIP TRAINING

Familylinks Excellence in Leadership

Effective leaders recognize that continuing to hone and enhance their skills is integral to their continued success. They are aware that true leadership is about inspiring others, leading by example, holding themselves, as well as employees, accountable and having a commitment to developing the 'best' in their employees.

Familylinks Excellence in Leadership series is designed to help your directors and managers achieve greater success and develop higher functioning teams. The series includes sessions on a broad array of topics, including emotional intelligence, positive discipline, effective performance evaluations, conflict resolution, understanding work styles and smart goals. In each session, participants not only have the opportunity to broaden their knowledge, but also discuss the practical applications of the information. Participants will receive printed reference materials as well as a comprehensive list of additional helpful resources.

Familylinks Excellence in Leadership is customizable to the unique needs of your organization—including your organization's policies, procedures, mission and values.

Familylinks Aspiring Leaders

Succession planning is critical to the continued success of any organization. Developing staff to become leaders assures that your agency's mission and values will be honored in the future. To help you develop your next generation of leaders, Familylinks has created the **Familylinks Aspiring Leaders** series. Covering some of the same topics listed in the **Excellence in Leadership** series, **Aspiring Leaders** is designed to help potential leaders develop the competencies and confidence needed to take the next step.

Trainings Available at Your Organization

Through training and consultation, we assist professionals and community service agencies in developing and maintaining program effectiveness and service excellence. Our professional staff provides program consultation to assess organizational and staff training needs. We design and deliver training and awareness programs with content that addresses the identified program and personnel needs. All of the trainings listed in this brochure can be offered at your organization, as well as other topics related to:

- Children & Youth
- Mental Health
- Professional Development
- Chemical Dependency & Recovery
- Management & Supervision
- Abuse and Trauma

These "on-site" trainings can be customized to the specific competency needs of your staff. *Fees apply for consultation, development, and training.*

More Information

For additional information regarding course content, pricing, or scheduling either **Familylinks Excellence in Leadership** or **Familylinks Aspiring Leaders** training, please contact John Amato at jamato@familylinks.org.

FAMILYLINKS LEARNING CENTER

Introduction

Welcome! Your Familylinks Learning Management System (LMS) is your training portal that will allow you access to your online and classroom learning activities. You will be able to:

- Browse course (training) catalogs and enroll in trainings
- Access and review the trainings you are enrolled in
- View your calendar for reminders of your scheduled trainings
- View and print training certificates
- View your transcript of completed trainings

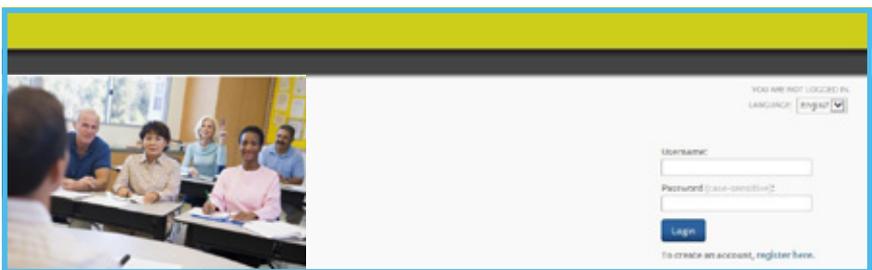
Let's Get Started!

Access: <https://training.familylinks.org>

The first screen you will see is the Home Screen. Please log in, then click Login. If you have already created a username and password (from the previous LMS), log in with your information. If not, create a username and password – click the Register here to display the registration form.

NOTE: The password field is case sensitive.

The **Top Menu**, located just underneath the masthead graphic, provides buttons for accessing the **Home Page**, **Course Catalog** and **My Account** screen. The Home Page is the starting point for logging into the Familylinks LMS. The Course Catalog lists your available trainings. The My Account screen contains your personal account information, learning activities, transcript, and certificates.



FAMILYLINKS LEARNING CENTER

Course Catalog

To the left of the screen, the **Course Catalog** displays two tabs: **Catalogs** and **Courses**. Access **Catalog: External Registrants** under the Catalogs tab. Click on this tab for a listing of trainings.

NOTE: Look at the calendar to the right of the screen for a quick glimpse of scheduled trainings and descriptions. Point to a “classroom desk” icon for a training description; or click on the desk icon for more detailed information.

Enrolling in a Course

To enroll in a training, first find the course in the catalog. Under **Catalog: External Registrants** - produce the listing of trainings. Locate the training and click on either the book to the far left or the training code. Click **View Schedule** to see available dates, times, and fees for any training. Click **Enroll** select the desired date, then click **Continue**. The confirmation page will appear. You will then see your shopping cart; follow the onscreen instructions to check out..

My Account

This link displays your personal account information, including: profile, transcript, enrolled courses, calendar and certificates. **NOTE:** The shopping cart icon does not apply to Familylinks’ staff. To cancel training, find the course under **Learning Activities**. Click on the **Go** icon, then click the red **X** (Drop Session).

To view certificates, access **My Account** and to the left of the screen, see **My Certificates**. Select and click to print certificates.

To view the training transcript, access **My Account** and to the right of the screen, see **File Folder** icon. Select and click to print the training transcript.

QUESTIONS?

Contact: Deborah L. Murphy, Training Coordinator
dmurphy@familylinks.org / 412-924-0115



visit us online: familylinks.org



Connect with us on LinkedIn:
John Amato
Tricia DeYoung

