

SPRING  
2022  
EDITION



Alliance for Rights and Recovery

# The Training Collective

Recovery • Rehabilitation • Rights



Promoting Effective Service  
Design and Delivery since 1996

Advancing your program's recovery outcomes

In partnership with the New York State Office of Mental Health

## New Hire Orientations

Do you have new staff and don't have the time or the resources to train them? Through our 'New Hire Orientations,' the Alliance for Rights and Recovery trains all new staff across NYS in regional clusters. These regional events bring staff from various provider organizations together (in person or virtual) to gain the knowledge and skills in the Foundations of Practice. Topics include introductions to:

- Recovery-Oriented Care
- Person-Centered Care
- Engagement and Strengths-Based Language
- Trauma-Informed Care

If you would like to host a regional event for your new staff as well as other new staff from provider organizations in your region, please see our Contact page for the trainer in your region.

## Building Partnerships Through Psychiatric Advanced Directives

A Psychiatric Advance Directive (PAD) is an instruction to be followed when a person isn't capable of making decisions regarding her/his physical or mental health treatment. Learn your responsibilities and the rights of people who create a PAD. Learn to use a PAD as an empowering wellness tool.

### JOIN FORCES WITH US TO CREATE A PAD PILOT PROGRAM IN YOUR AGENCY!

Contact Larry Hochwald for more information  
at [LarryH@rightsandrecovery.org](mailto:LarryH@rightsandrecovery.org)

**FREE CURRICULA RESOURCES!**  
available at our Recovery & Rehabilitation  
Clearinghouse Website  
[www.rightsandrecovery.org](http://www.rightsandrecovery.org)



**STAFF TRAINING**



**TECHNICAL ASSISTANCE**



**PROGRAM DEVELOPMENT  
AND REDESIGN**



**EFFECTIVE AND EFFICIENT  
SERVICE DELIVERY**



**SUPPORTING SUCCESSFUL INDIVIDUAL  
AND PROGRAM OUTCOMES**



## Who we are...

The the Alliance for Rights and Recovery Collective is a team dedicated to increasing organization and program level systems transformation through live on-site (or virtual) training and technical assistance. The Collective works with agency administrators, program managers and direct care professionals to assist you in implementing recovery focused evidence based practices. We create a supportive learning environment that strengthens skills and builds a foundation for recovery through the partnering of practitioners and peers. Our training and technical assistance initiatives are offered at your site or online and are individualized to meet your specific program needs.

**Training and Technical Assistance provided Live on-site (or virtually) at no cost to NYS OMH licensed or funded programs!**

**If your organization does not meet this criterion, please contact Larry Hochwald at [larryH@rightsandrecovery.org](mailto:larryH@rightsandrecovery.org) for our competitive rates.**



## Technical Assistance *Bridging the gap between training & practice*

### WHAT WOULD YOU LIKE TO ACCOMPLISH?

Agency initiatives  Workforce development

### Planning To Transform Your Organization?

#### Create a Trauma-Informed Organization

The Collective can support your agency's initiative to transform into a Trauma Informed organization. Achieving this is more than just learning about Trauma Informed Care. We can assist you in implementing and sustaining a comprehensive approach to achieve a true Trauma Informed practice environment.

#### Create Lasting Organizational Culture Change

Culture Change requires a comprehensive approach. Moving towards a recovery culture leads to better organizational outcomes and improved lives for the people you support. We will work with you to assure your organization is well positioned and supported as you move through this transformation.



*"Knowledge is power!"*



**We proudly offer NYS CE hours for:**  
**Social Work**  
**Mental Health Counseling**  
**CPRP**  
**AT NO COST!**

**ALL TRAININGS ARE LIVE AND IN-PERSON OR VIRTUAL**

# Training Services

## Recovery Series

### Looking Through the Recovery Lens

There's power in recovery-based service provision. Recovery happens and this training explores how research proves it, how people with personal experience live it, how relationships can nurture it and how skills can foster it.

2.0 CE Hours

### Recovery-Oriented Program Design

Bring a recovery-oriented, person-centered and culturally competent approach to your practice. This training allows you to look at your program culture and stimulate ideas for possible changes to a more recovery focused design.

2.0 CE Hours

### Building Recovery Relationships

Let us demonstrate what research has proven: the biggest factor in supporting individuals in the recovery journey is the relationship with someone who believes in them. Learn how to create relationships of mutual respect that emphasize choice and the dignity of risk.

2.0 CE Hours

## Cultural Competency Series

### Cultural Competency I: Infusing into Practice

Understand foundational concepts of cultural competence and develop your consciousness about culture. Assure your organization's understanding of and ability to meet Culturally and Linguistically Appropriate Services (CLAS) standards and... much more!

2.0 CE Hours

### Cultural Competency II: LGBTQ Awareness

This workshop, the second in our Cultural Competency series, provides education for organizations to become inclusive of and accessible to people of the LGBTQ community. Language and terminology are reviewed along with concerns, needs and expectations of the community. Ensure competent and thoughtful conduct and accommodations throughout your agency.

1.5 CE Hours

### Cultural Competency III: The 'isms' of Inequality

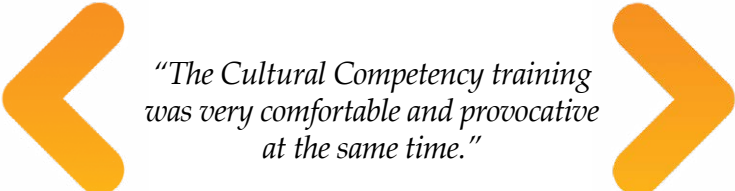
Racism, sexism, ageism. Slurs, harassment, discrimination. It used to be so easy to know when someone was inappropriate with their colleagues, or disrespecting the people they serve. But as we've moved to a more diverse, culturally competent environment, we've seen that these problems have not gone away. They've evolved into a more subtle, but just as damaging practice that can chip away at the morale and quality of our workforce, and damage our ability to effectively work with people we serve. Often, perpetrators of micro-aggression don't even know they're doing anything wrong. Sometimes they do. In this training we examine the face of hostility and discrimination today, and we review ways to understand and address it in our efforts to move beyond Cultural Competence and towards Anti-Racism.

1.5 CE Hours

### Cultural Competency III+: The 'isms' of Discrimination and Microaggressions and Social Justice

In this expanded Social Justice version of CC III we will explore all the original content plus some additional considerations regarding racial inequalities and social trends during the COVID pandemic and beyond.

2.5 CE Hours



*"The Cultural Competency training was very comfortable and provocative at the same time."*



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# Training Services

## Management Series

### Counteracting Provider Burnout

Compassion Fatigue is an increasing concern in mental health provider organizations. This workshop reviews a variety of issues associated with staff burnout and assists organizations in identifying compassion fatigue and creating strategies to increase staff wellness, reduce burnout and ultimately reduce staff turnover.

*2.0 CE Hours*

### Strength-Based Supervision

Supervision is critical for effective care, staff morale and organizational outcomes. This training supports supervisors to understand their role, learn the skills for effective supervision, and how to support, guide and motivate their staff.

*1.5 CE Hours*

### Transforming Your Program: Creating and Sustaining a Recovery Culture Change

An organization's success relies on the success of its supervisors. They are the glue between executive leadership and staff. The Supervisor's role is dynamic with both management and clinical responsibilities and is the backbone of successful culture change. This training will focus on middle managers and how they can use their unique roles to create and sustain a culture of recovery in their programs.

*1.5 CE Hours*

### Developing Effective Staff Through Teambuilding and Collaboration

Working together and collaborating with others is an essential part of providing effective recovery-based services to the people that we serve and support. The way in which we demonstrate our teamwork is observed everyday by participants in our programs and services. This training will focus on building effective and collaborative teams, developing ways to strengthen the team and identifying when your team may be in need of additional supports and engagement. Build the foundation of your staff through effective teambuilding and watch the outcomes grow!

*2.0 CE Hours*

### Supervision: Difficult Conversations

As you navigate your many responsibilities as a supervisor, inevitably you will encounter the need for engaging in difficult conversations regarding employee performance and taking corrective action. This training will review eight steps for maximizing the effectiveness of these conversations so that people feel safe and are open to change. We will introduce the Transactional Analysis of communication as an approach to support the supervisor/supervisee relationship through these difficult conversations.

*1.5 CE Hours*

## Practice Series



### Teaching Mindfulness: Advancing a Person's Independence and Control of their Life

Recovery and resiliency happen when people feel empowered to navigate their wellness outside of treatment. One way in which we support this process is to introduce new wellness tools they can implement independently. Research has shown the benefits of Mindfulness Meditation and its impacts on trauma and a diverse range of physical, emotional, and psychological challenges. Some people experience barriers to meditation, and you will learn how to engage people to surmount those barriers. This workshop will support you in teaching mindfulness through a series of steps followed by practicing together and guiding their independent practice.

*2.0 CE Hours*



### Ethical Considerations in Practice: Bringing Integrity and Trust to our Work

The world in which we work today is fraught with ethical questions and decision points. Every day we run across ethical situations and choices we must make that affect the lives of individuals that we serve. This course serves as a framework for understanding potential ethical questions and answers to these questions. It will provide a roadmap for the ways in which we can consider and choose to act and govern ourselves in the work that we do in providing recovery-oriented person-centered services.

*3.0 CE Hours*



### Support Staff Training: A Two-Part Series Enhancing their Skills to Support Recovery

**Part 1- Concepts in Culturally Sensitive & Trauma informed Engagement**

**Part 2- Maximizing Engagement, Safety & Wellness Using Verbal De-escalation skills**

Support Staff are an important part of your therapeutic milieu, and yet they are rarely trained in using best practices. In their role, they may even have more contact with the people you serve than your clinicians! This two-part series will provide appropriate education specific to their role with immediate actionable skills that will enhance their work and improve the experience of the people you serve. In Part 2, we build on their learning with the skills to help them anticipate and avoid adverse interactions with the people you serve, as well as develop some foundational skills in verbal de-escalation.

*2.0 Hours, each part*



# Training Services

## Laughter is the Best Medicine: Healing through Humor

We are living in a time of uncertainty and unrelenting change and disruption. Whether it be the impact of COVID 19, racism and civil unrest or just the challenges of living in the 21<sup>st</sup> Century, there appears to be an overwhelming sense of dismay and apprehension. The science of laughter has been shown to be effective on our overall health and particularly our mental health. Join us for a discussion and a belly laugh as we discuss the benefits of humor and how it can lighten our load in a world of trials.

1.5 CE hours

## Wellness Recovery Action Planning®

Learn about an evidenced-based approach to health, wellness and healing. WRAP® helps an individual develop inexpensive, simple, and safe self-help strategies to guide daily living and recovery.

2.0 CE Hours

## Motivational Interviewing 101: Tools for Supporting Empowerment and Transformation

Change can be scary! How can we help the people we work with to feel ready to make life changes that will facilitate the achievement of their goals and dreams? In this workshop, participants will learn the philosophy and foundations of the Motivational Interviewing model. Practical tools will be introduced to help people overcome barriers to personal growth and assist in promoting a vibrant recovery.

2.0 CE Hours

## Healing Through Mindfulness: Incorporating Mindful Strategies into Practice

While mindfulness has gained widespread attention and popularity for its extensive health benefits, there continues to be much confusion around what it really means and how to “do it!” This workshop will address what mindfulness really is; what the current research has to say about its ability to help people recover from a diverse range of physical, emotional, and psychological challenges; and its potential for achieving overall wellness. In particular, this training will explore the exciting possibilities that mindfulness practice holds for healing from trauma. You will learn how to successfully introduce mindfulness to the people you serve, overcome obstacles to engaging people around this practice, and utilize concrete skills for applying mindfulness in your work

2.0 CE Hours

## Integrating Person Centeredness in Day-to-Day Practices

Learn about nationally recognized person-centered approaches and how to implement them in your practice. Develop strong collaborations with those you serve, while better understanding their hopes and needs. Support people to set meaningful goals and offer interventions that are driven by them.

1.5 CE Hours

## Recovery Through Person-Centered Planning and Documentation

Documentation can often be the most difficult part of our jobs. This training addresses a theoretical framework around documenting medical necessity in a person-centered way. Participants will be actively engaged in practical exercises to stimulate discussion and gain familiarity with the PROS standards of care and other related resources.

1.5 CE Hours

## Successful Engagement Practices: Enhancing Skills to Support Motivation & Engagement

Successfully engaging with participants is a critical part of our work as it is critical for their success. Yet, these vital skills are rarely taught. Ever notice that some people have that special ‘something’ that engages people? This workshop will focus on enhancing provider skills to develop an atmosphere that encourage participant motivation and engagement. You will learn the specific skills needed for successful participant engagement.

2.0 CE Hours

## Recovery Through Group Process

Group Work is on the rise. It can facilitate recovery by setting up a safe environment for sharing and it also allows more practitioners and participants to work together. As a result, many practitioners find themselves facilitating groups without adequate Group Work training. This training will provide an in-depth review of Group Work, the history, process and the provider skills necessary to facilitate meaningful groups that assist people in achieving their goals.

2.0 CE Hours

“Everything about this session was incredible!  
Great conversations and discussions and  
examples and exercises!”

**ALL TRAININGS ARE LIVE AND IN-PERSON OR VIRTUAL**

# Training Services



*Fun and informative, enjoyed Larry's dry humor!  
Encouraged our involvement, good pace, not didactic, respected our  
experience without assuming we knew all the answers.*



## Trauma & Resiliency Informed Practices I: Creating Environments that Heal

Learn about adverse childhood experiences and their consequences later in life including the harmful impact on physical and mental health. Explore key features of a trauma sensitive culture you can incorporate to support your program's ongoing development.

2.0 CE Hours

## Trauma & Resiliency Informed Practices II: Program Implementation

Implementation of trauma-informed practices is attainable. This workshop will review the implementation process to include an organizational self-assessment and the steps to infusing the trauma-informed care practices into your organization.

2.0 CE Hours

## Trauma & Resiliency Informed Practices III: Connecting the Dots and Putting it all Together

Working in a trauma-informed way is expected. But what does that look like in practice? Is the staff able to take the concepts and practices and apply them to the work they do and the people they serve?

In part 3, together we explore how to apply the concepts and implementation procedures of Trauma-Informed Care into your practice. We'll review how to set up a Trauma-Informed Review Committee and who should be included. And we will examine how Trauma and its effects impact outcomes for those we serve.

2.0 CE Hours

## Playing Our Part: Shared Decision Making in the Era of Recovery

With the universal acceptance and implementation of recovery-based services, there is a distinct paradigm shift and participants are more actively involved in the decision-making process of their care. We recognize that participants are experts in themselves and, as such, have a significant role in making choices about their care in order to make informed decisions. Join us for an engaging talk on the shared-decision making process, the concept of "learned helplessness" and the "dignity of choice" in the world of recovery-based services.

2.0 CE Hours

## Understanding Loneliness & Social Isolation: Impacts on People and Society at Large in a Connected World

As understanding of the Social Determinants of Health and Mental Health builds, it becomes critical to focus our attention on how health and mental health is largely influenced by social factors. While having meaningful relationships is vital to human beings' ability to thrive, emerging data is uncovering an epidemic of loneliness throughout society. As awareness around social isolation and loneliness increases, we are learning about the impacts on society at large as well as individuals with behavioral health issues. To address this issue and assist people on their recovery journey, we must begin examining the multitude of impacts of loneliness in order to help people develop meaningful connections that heal.

2.0 CE Hours

## Safety for All: Strategies for Managing a Crisis and Verbal De-escalation

Confrontation can be harmful to both participant's and staff. This workshop will offer tools to anticipate, avoid, deescalate, and process confrontation in the delivery of mental health services. Verbal de-escalation is a valuable and sought-after topic as providers seek to avoid intense situations by using anticipatory techniques and strategies. In this interactive presentation we will use actual case studies to hone our work awareness, learn to anticipate difficult and intense situations, manage the environment and developing situation and learn to verbally defuse while assisting in managing intense emotions. We will review how to process every circumstance to improve future situations and plan effective ways to avoid unnecessary confrontation in the workplace. And we will discuss how to develop program and individual safety plans.

4.0 CE Hours

## Other Training Topics Available:

- **Practice: Holistic Approaches to Managing Intense Emotions**, 2.0 CE Hours
- **Employment: Making Employment Work**
- **Employment: Engaging Job Seekers with Significant Barriers**
- **Using Social Capital to Improve Outcomes**
- **Creative Solutions to Overcoming Employment Barriers**

If you are interested in a specific topic that you do not see here, please contact Larry Hochwald at [larryH@rightsandrecovery.org](mailto:larryH@rightsandrecovery.org) and we'll work to build your training.

# Training Services

## Employment Series

### Exploring Non-Traditional Employment Options

Assisting individuals with psychiatric disabilities obtain and maintain employment has been a mainstay of our employment programs for a number of years. While the traditional course of action of obtaining employment was to work for an employer in the community, research is suggesting that self-employment also works well for individuals with psychiatric disabilities. Yet many programs are not equipped with the knowledge to assist individuals to move toward this route. Exploring Non-Traditional Employment Options focuses on multiple paths to employment (self-employment, apprenticeships, "gig economy" work) as a direction for individuals to pursue and how programs can assist in the process of helping individuals to be successful in this arena. In today's "gig economy," it is easier than ever to create your own path to employment. Using the tools provided providers will become experts at assisting individuals with psychiatric disabilities gain and maintain self-employment.

1.5 CE Hours

*"Robert is one of the best trainers that I have ever had the privilege to learn from!"*

### Creating a Culture of Employment and Economic Self-Sufficiency

Increasing empowerment and independence is the backbone of quality mental health services. Research shows a direct correlation between employment and recovery. Employment is an attainable life-role goal and community mental health providers can support clients to attain it by creating a culture that supports and nurtures it. This workshop will assist providers in creating a culture of employment that increases employment outcomes and supports people to realize their goals.

2.0 CE Hours

### Debunking Benefit Myths: Your Way Back to Employment

One of the most basic reasons why people with mental health issues don't return to work is the concern that they will lose their benefits. This training will set the record straight. Thousands of individuals are going back to work and either keeping or replacing their benefits. This fact filled training can help you get people back toward employment

### Engagement Strategies for PROS: How to Build your SSD and ORS Services

Many PROS agencies are struggling with the idea of structured skill development and how to engage participants in ORS Services. This training will illustrate how to set-up a strong structured skill development component that will be a pathway to better employment outcomes. The training will also offer engagement strategies to "beef up" your ORS.

## Contact

For more information:

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The Alliance for Rights and Recovery SW CPE is recognized by the New York State Education Department's State Board for Social Work as an approved provider of continuing education for licensed social workers #0253.

The Alliance for Rights and Recovery is recognized by the New York State Education Department's State Board for Mental Health Practitioners as an approved provider of continuing education for licensed mental health counselors. #MHC- 0141.