



# Recovery Trainings

## Recovery Kickoff

This interactive two day conference will invigorate the recovery transformation in your agency, community, or region

### The Challenge of Recovery

The origin and background of recovery and how implementing the "recovery pathways" of hope, choice, empowerment, recovery culture, and spirituality will move recovery forward.

### A Vision of Transformation

What is transformation at the personal, organizational, and system levels? How do we get started? How can we create services that embrace the expectation of recovery with everyone having the knowledge, power, and tools they need to direct their services and realize their hopes and dreams?

### Recovery-Oriented Practice

From our experience over the past ten years, a recovery service model has emerged. The foundation of the transformed services include person-directed planning, peer support and self-help, recovery education, a meaningful career, self-sufficiency in community living, and peer-supported crisis alternatives. Examples and outcomes from our experience are discussed.

### Recovery Coaching

Hands on practice in the Recovery Coaching model we have developed to implement the recovery pathways. Steps in the coaching process include; clearing, connecting, empowering, planning, what could get in the way, resilience building, and personal development/accountability.

### Creating our Future Story

The next steps, creating a plan and the action steps to move forward with system transformation.

# Peer Employment Training

During the past six years, over 1,500 individuals have graduated from our Peer Employment Training course in the US and abroad. Using our 233 page Peer Employment Training Workbook, this core training is a 16 module, 80 hour course that teaches people who have received mental health services to work in the mental health system providing peer support and recovery education.

The course is taught from a peer support model/perspective not a clinical model/perspective. The curriculum has three sections:

## Personal Development

- Knowing Yourself
- Introduction-Recovery
- The Power of Peer Support
- Developing Self Esteem And Managing Self Talk
- Community, Culture, and Environment
- Meaning and Purpose
- Emotional Intelligence

## Preparing for Work

- Telling Your Story
- Telling Your Personal Story
- Employment as a Path to Recovery

## Skill Development

- Inspiring Others
- Communication Skills
- Conflict Resolution
- Recovery from Trauma and Developing Resilience
- Recovery from Substance Abuse
- Being with People in Challenging Situations
- Peer Support in Action; Partnering with Professionals  
Graduation

## PET Class Structure

16 modules, 80 hours. Can be delivered as a 2 week or 3 week course.

Class size; 12-26 (optimum is 18-20)

Tests are given to establish competency in the required knowledge and skills. 80% score is required.

Attendance standards allow missing three classes with make homework and tests.

Enrollment. Recovery Innovations will complete applicant screening to assure all student enrolled meet the OMHSA requirements for Certified Peer Specialist.

Certification. Successful graduates of the Peer Employment Training program will be provided a certificate as a "Certified Peer Specialist" that meets the OMHSA requirements.

Outcomes. An evaluation of the personal impact of the Peer Employment Training was conducted by Boston University Center Psychiatric Rehabilitation. All graduates from the course during 2002 were followed for one year. The findings were reported in Hutchinson, Anthony, Ashcraft, Johnson, et.al., "The Personal and Vocational of Training and Employing People with Psychiatric Disabilities as Providers.", Psychiatric Rehabilitation Journal, Winter 2006, Volume Number 3.

"Participants experienced gains in perceived empowerment, attitudes toward recovery and self concept. Trainees went on to obtain peer provider positions within the mental health agency in which they received the training and 89% of those trained retained employment at 12 months..."

## Advanced PET

The Advanced Peer Employment Training (APET) is designed to further develop the knowledge and abilities of Peer Specialists by expanding existing skills and adding new skills to enhance professional ability.

Advanced PET provides Peers Specialists with the "next generation" of recovery skills. Intended for peers who have completed the basic training and have a minimum of three months peer support work experience, the Advanced PET course consists of seven three-hour modules (21 hours).

**Module 1:** Reviewing of skills taught in the basic training to create a sound foundation for developing new skills and abilities

**Module 2:** Stepping up to the next generation of peer work

**Module 3:** Identifying personal areas of well-developed skills and abilities and uncovering personal challenges

**Module 4:** Taking responsibility for performance while preventing burnout

**Module 5:** Valuing the peer contribution and expanding the “ITE” role, staying peer

**Module 6:** Performing advanced skills in recovery coaching

**Module 7:** Understanding and working with people challenged with addictions

The course opens with each participant completing a Skills Assessment Survey (SAS) to assess the extent to which they have integrated and used the skills taught in the basic PET course. Then, throughout the course, a self-directed Professional Development Plan (PDP) is created to lay the groundwork for professional development. The PDP is grounded in recovery principles with each person taking personal responsibility for their performance. Supervisors are included in the planning and execution of the plan with the person taking the lead.

## Recovery Practices in Leadership and Coaching

The Recovery Practices in Leadership and Coaching Workshop is a highly interactive and engaging course which provides supervisors and managers with an opportunity to share their own experiences while exploring numerous other recovery oriented practices. Participants will explore the dynamics of transformation to a recovery oriented organization, including examining the contributions and issues related to a peer workforce.

The 2 day (16 hours) course also provides leaders in behavioral health organizations with an empowering alternative to supervising known as Recovery Coaching.

**Section 1:** Understanding the dynamics for transforming to recovery oriented services while examining personal responsibility.

**Section 2:** Identifying the potential for transforming personal and professional practices to align with recovery oriented services

**Section 3:** Exploring the contributions and issues related to a peer workforce.

**Section 4:** Identifying the strengths, capabilities and benefits of implementing a peer workforce.

**Section 5:** Examining Recovery Pathways and Recovery Coaching as the respective “backbone” and “voice” of a recovery organization.

**Section 6:** Demonstrating recovery coaching as an empowering alternative to the “supervising” conversation.

**Section 7:** Exploring alternative ways of writing job descriptions along with ways to evaluate the performance of those jobs.

Participants in this course will also be provided with guidance on how to support their staff members with their professional development plans (PDP's). Note: each staff member who participates in the Advanced Recovery Training and/or Advanced Peer Employment Training will complete a PDP in order to become responsible for their own professional development.

## Keeping Recovery Skills Alive

KRSA is a recovery culture reinforcement training program to keep your organization moving forward in recovery. Fifty-two 15–20 minute recovery skill refreshers are facilitated by managers in regular staff meetings. Any manager who has direct reports, all the way from the CEO to a front line supervisor, will model leadership in recovery by facilitating these mini-modules.

All 52 topics are packaged as part of a Coach's Toolkit complete with easy to read facilitator's guides and related handouts. The activities are fun, engaging, learning-centered and, most of all, application oriented.

### Some of the topics included:

- Recovery happens
- Mission
- Recovery language
- Empowerment
- Validating strengths
- Work and life balance
- Customer service
- Teamwork
- Staying resilient
- Pushing through fear
- Working with peers
- Setting a personal boundary
- Having a viewing point
- Transformational advocacy
- and more...

The KRSA program, including the Coaches Guide and the participant handouts can be purchased. Or, what we recommend is our KRSA trainer will teach your leaders to implement KRSA in your organization

## Home Is Where the Heart Is Workshop

The Home Is Where the Heart Is Workshop is a 24 hour training program designed to prepare folks for successful living in a wellness-centered home of their own. Participants who take this course will gain the competencies to choose, create and maintain a home which supports their recovery and wellness.

The Home Is Where the Heart Is Workshop is a highly fun, engaging, and interactive course designed to maximize adult learning outcomes. The course consists of four six-hour modules (24 hours).

**Module 1:** Review basic recovery principles and practices while developing a H.E.A.R.T. Plan for choosing, creating and keeping a wellness-centered home.

**Module 2:** Develop and enhance personal relationships to facilitate successful community living.

**Module 3:** Identify and practice financial competencies such as maximizing purchase value, budgeting, understanding credit reports, and etc. in order to gain financial empowerment.

**Module 4:** Examine rights and responsibilities of a tenant and/or homeowner.

The course opens with participants exploring their own ideas or vision of what the home of their heart is. And they continue to develop a plan around that vision throughout the course of the workshop.

Please feel free to download the Self-Appraisal of My Community Living Preferences that we use in the Home Is Where the Heart Is Workshop.

## Advanced Recovery Trainings

The Advanced Recovery Training (ART) is an engaging and interactive course designed to further develop the knowledge and abilities of behavioral health professionals by expanding existing skills and adding new skills to enhance professional ability.

ART provides all behavioral health staff members from medical staff to frontline paraprofessionals with the "next generation" of recovery skills. The course consists of seven three-hour modules (21 hours) and is an important next step in transforming a behavioral health organization into a recovery culture.

**Module 1:** Reviewing basic recovery concepts and skills as a foundation for developing new skills and abilities

**Module 2:** Stepping up to the next generation of recovery services

**Module 3:** Identifying personal areas of well developed skills and abilities and uncovering personal challenges

**Module 4:** Taking responsibility for performance while preventing burnout

**Module 5:** Understanding how real people and real partners can partner with and transform the behavioral healthcare system

**Module 6:** Performing advanced skills in recovery coaching

**Module 7:** Understanding and working with people challenged with addictions

The course opens with each participant completing a self assessment survey (SAS) to assess the extent of how they have integrated and used recovery skills and practices in the workplace. Then, throughout the course, a self-directed performance development plan (PDP) is created to lay groundwork for professional development. The PDP is grounded in recovery principles with each person taking personal responsibility for their own performance. Supervisors are included in the development and execution of the plan with the person taking the lead.