

46th Annual
Addiction Leadership
Conference



NATIONAL ASSOCIATION[®]
OF
ADDICTION TREATMENT PROVIDERS

Welcome
NAAATP
NATIONAL2025

WORKSHOP Session

NAATP
NATIONAL2025
May 18-20 | Seattle, WA



Nick Howell

CEO
Northern Illinois Recovery Center



Caitlyn McClure, DSW

VP of Clinical Services
Northern Illinois Recovery Center

Bridging the Gap
Harmonizing Clinical and Executive
Perspectives for Organizational
Growth and Resilience

Monday, May 19 | 2:00 - 3:00pm

naatp.org/conference



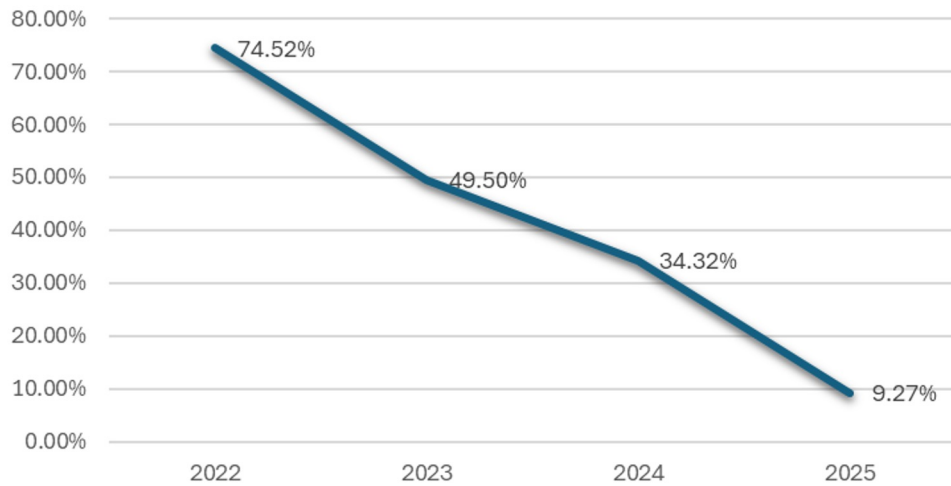
Objectives

1. Identify at least three behavioral traps in the workplace that keep an organization stuck in toxic patterns that inhibit growth.
2. Understand the necessary agency cultural context in which to implement common leadership strategies like role clarification, accountability efforts, modeling, policy development and implementation.
3. Identify at least three potential catalysts for critical change efforts in their organization.

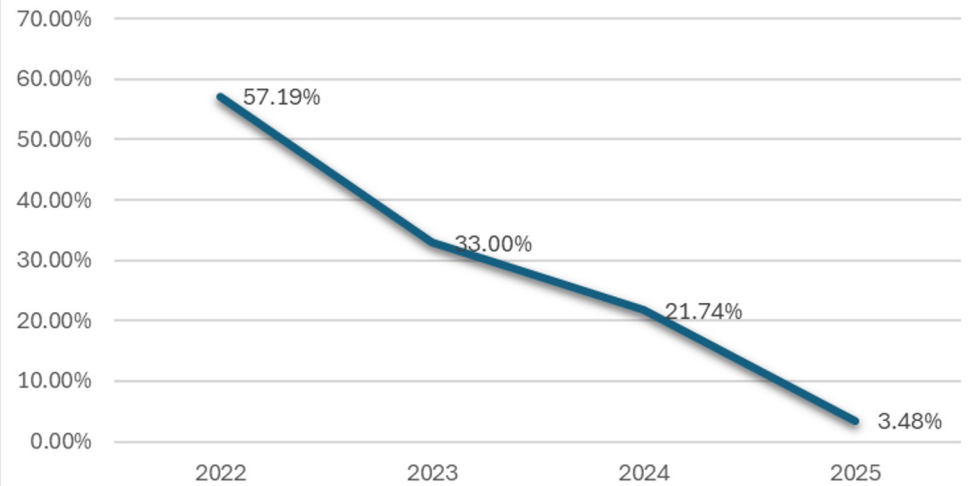


Our Staff Retention Experience

Turnover Rate



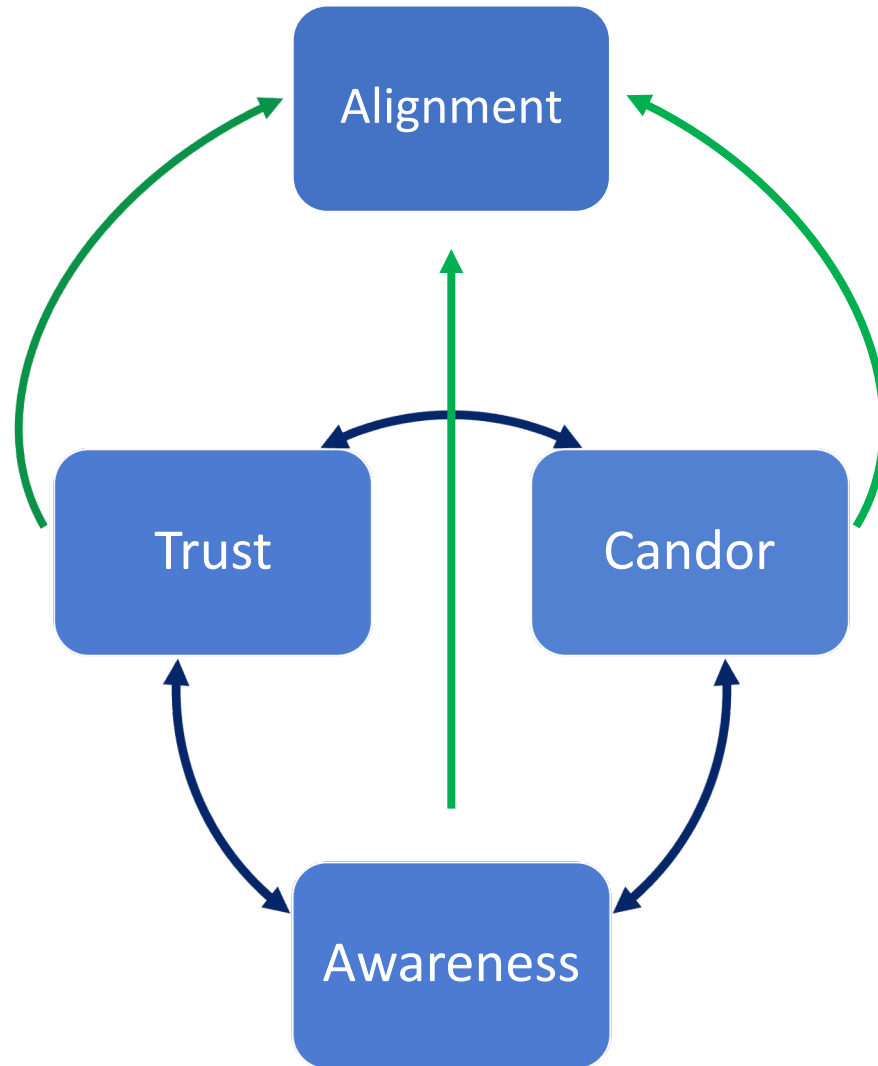
New Hire Turnover



Our Lived Experience: Behavioral Traps



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Our Lived Experience: Behavioral Traps



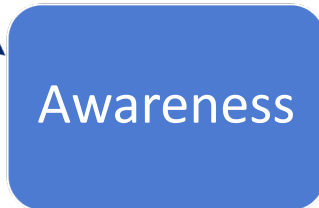
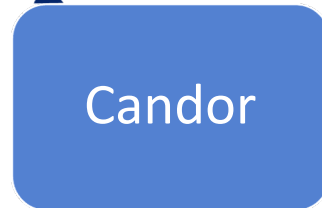
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Self-Preservation

Conflict Avoidance

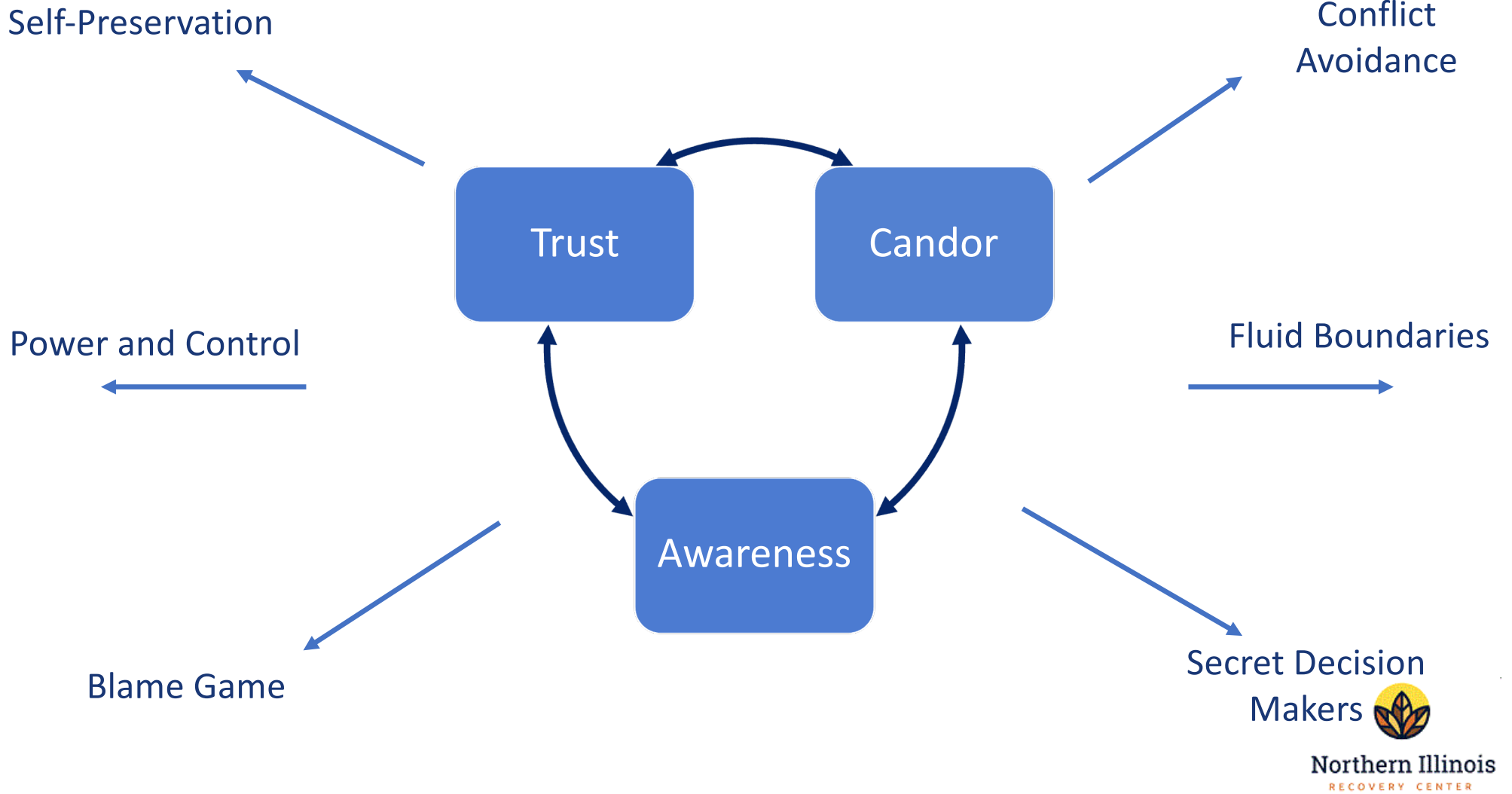
Power and Control

Fluid Boundaries



Blame Game

Secret Decision Makers





Common Toxic Behaviors

- Fluid personal/professional boundaries
- Conflict avoidance
- Power struggles
- Informal meetings
- Secret decision makers
- Blame game/accountability issues
- Passive aggressive communication
- Complaining/overall negativity
- Disengagement
- Gossip/rumors
- Burnout as a badge of honor



A close-up photograph of a person's hands writing in a notebook. The person is wearing a yellow long-sleeved shirt. The notebook is open, and the person is holding a silver pen. The background is blurred, showing another person's hands resting on a desk.

Self Reflection Exercise

Call to mind one example from your workplace of persistent, recurring toxic behavior.

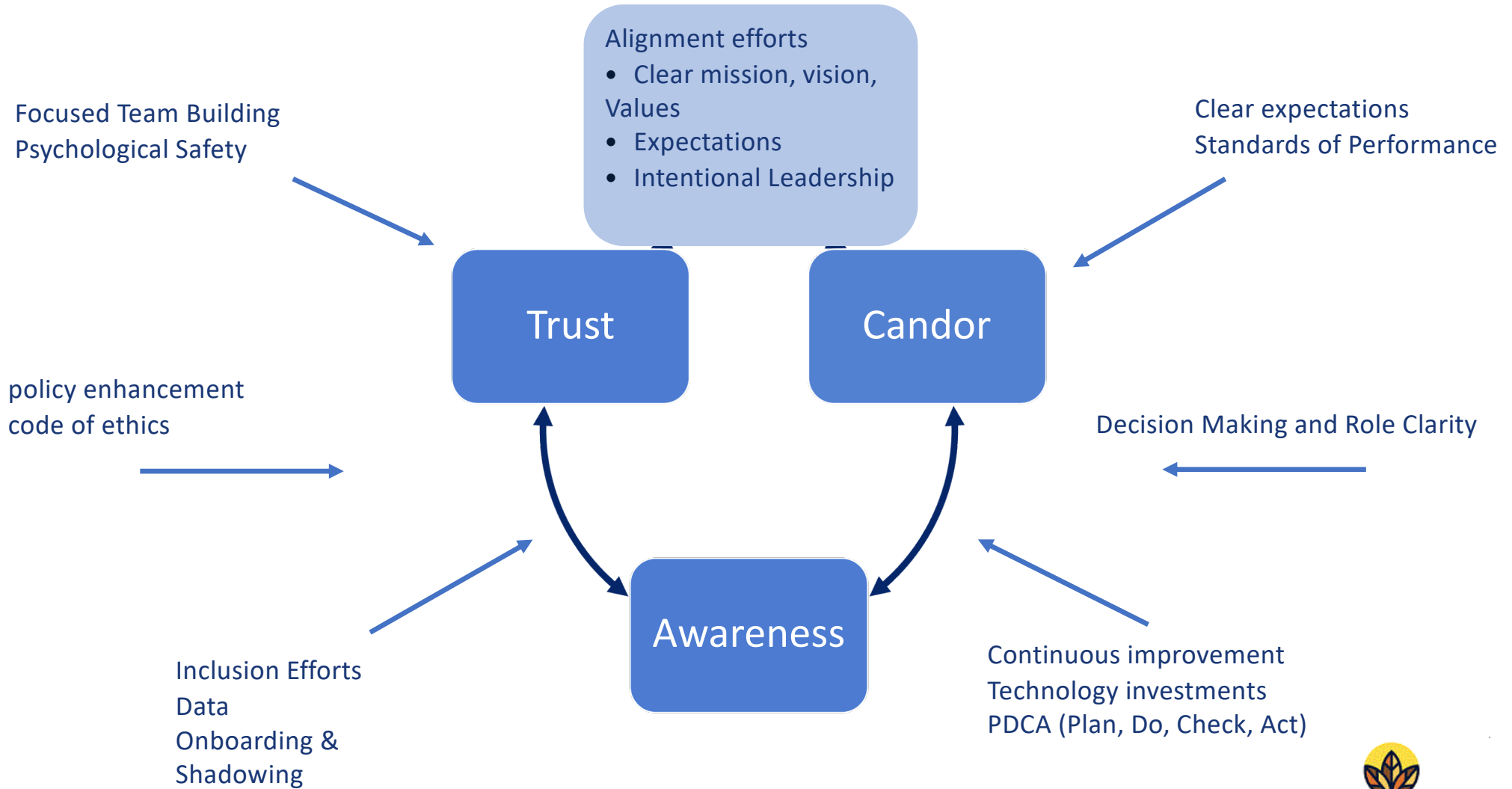


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Our Lived Experience: Strategies to Impact Change



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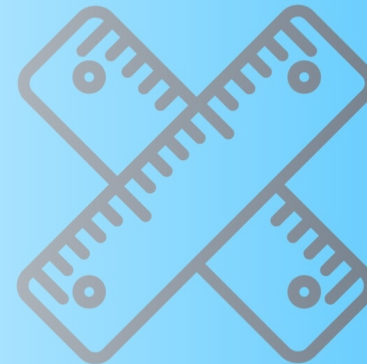
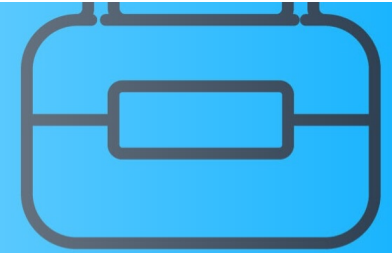
Building a Toolbox

- role clarity efforts
 - job descriptions
 - RACI (Responsible, Accountable, Consulted, Informed)
- policy enhancement
 - code of ethics, progressive discipline
- clear expectations
 - standards of performance
- continuous improvement mindset
 - technology investments
 - PDCA (Plan, Do, Check, Act)
- alignment efforts
 - structured leadership huddle
 - redeveloped mission, vision, values



Self Reflection Exercise

1. Have you implemented tools or strategies to fix a problematic work environment?
2. What were the positive or negative impacts of the effort?



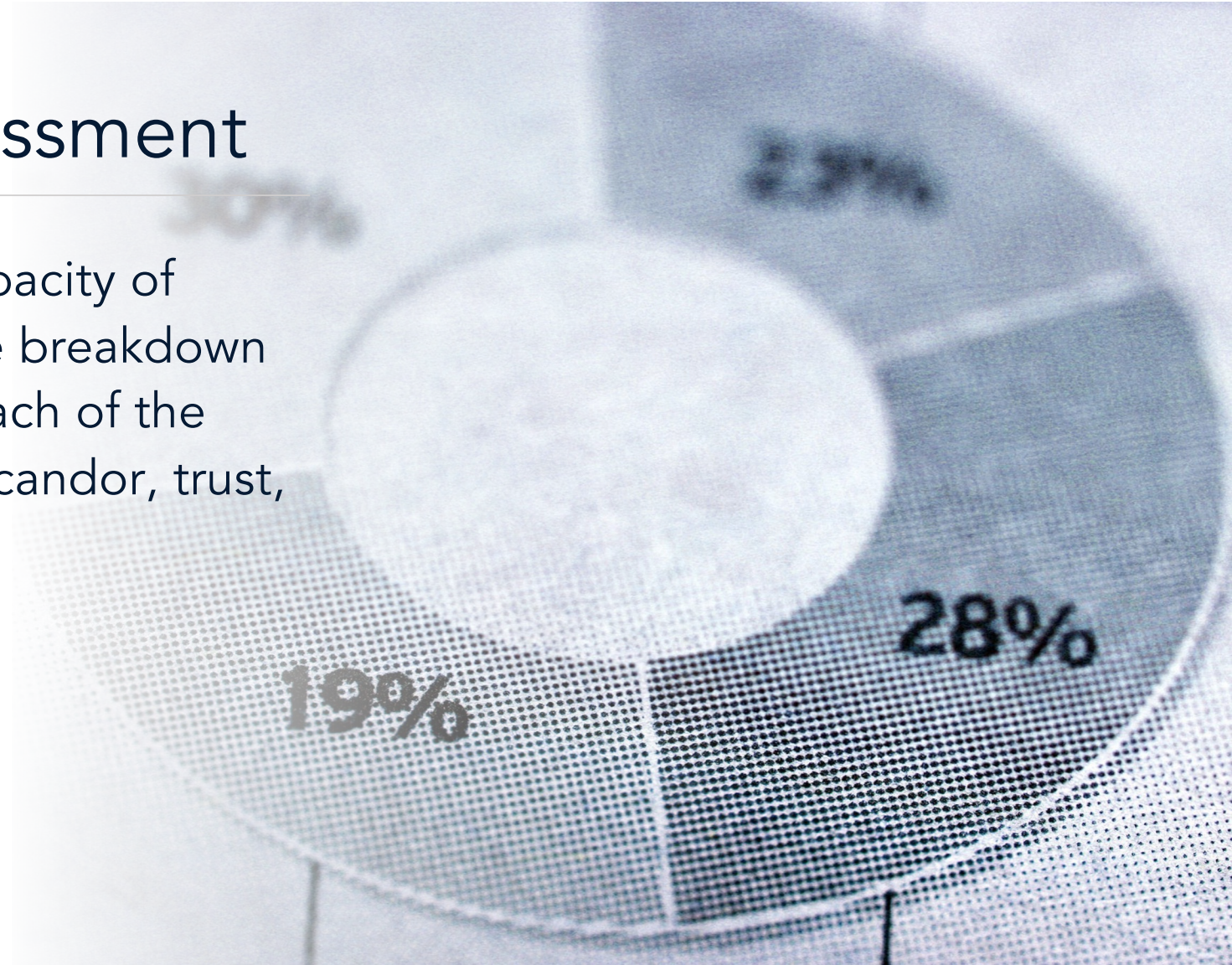
Building a Culture of Alignment



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Self Assessment

Using your full capacity of 100%, identify the breakdown of your focus in each of the three categories: candor, trust, and awareness.





Build Your Takeaway

I will [BEHAVIOR] at [TIME] in [LOCATION].

- Specific
- Measureable
- Attainable
- Relevant
- Time-bound



Thank You!

nhowell@northernillinoisrecovery.com

cmclure@northernillinoisrecovery.com



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Upcoming Sessions

3:00-3:45

Exhibit Hall Popcorn Social & Networking Opportunity



3:45-4:45

Workshop Session 3

A: From Numbers to Impact: Driving Revenue Through Comprehensive Community Care

Location: Redwood AB

B: Adolescent Programing: Dignified Treatment of Youth as Best Practice

Location: Willow B

C: Maximizing Revenue through Provider-Payer Relations and Contracting
Organizational Growth and Resilience

Location: Willow A

4:45-5:30

Open Reception:

Empowering Your Organization Through NAATP Membership Offerings

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