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WEBINAR SERIES

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Engaging in Solutions:

Current Considerations

&

Planning for Organizational Recovery

Agenda

Engaging In Solutions:	Today, Tomorrow, & Future Considerations
Essential Frameworks:	Values Based Care & Trauma Informed Care
Organizational Health	Leadership & Staff Self-Care
Resilient Responses as Organizational Recovery	Financial Operational Business Development Clinical/Programming

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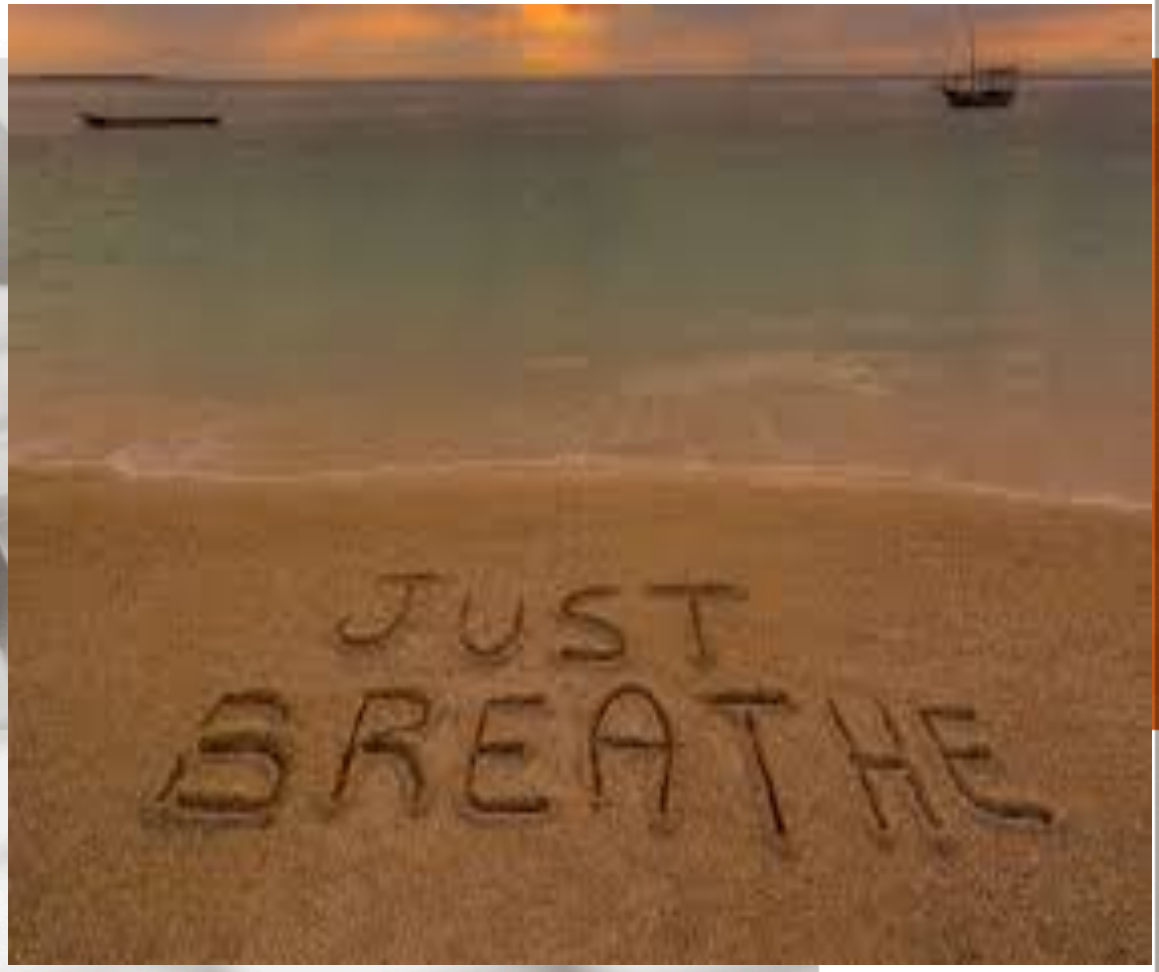
NATIONAL ASSOCIATION OF ADDICTION TREATMENT PROVIDERS

An invitation to…



NATIONAL ASSOCIATION OF ADDICTION TREATMENT PROVIDERS

40 YEARS

VOICE. VISION. LEADERSHIP. ESTABLISHED 1978

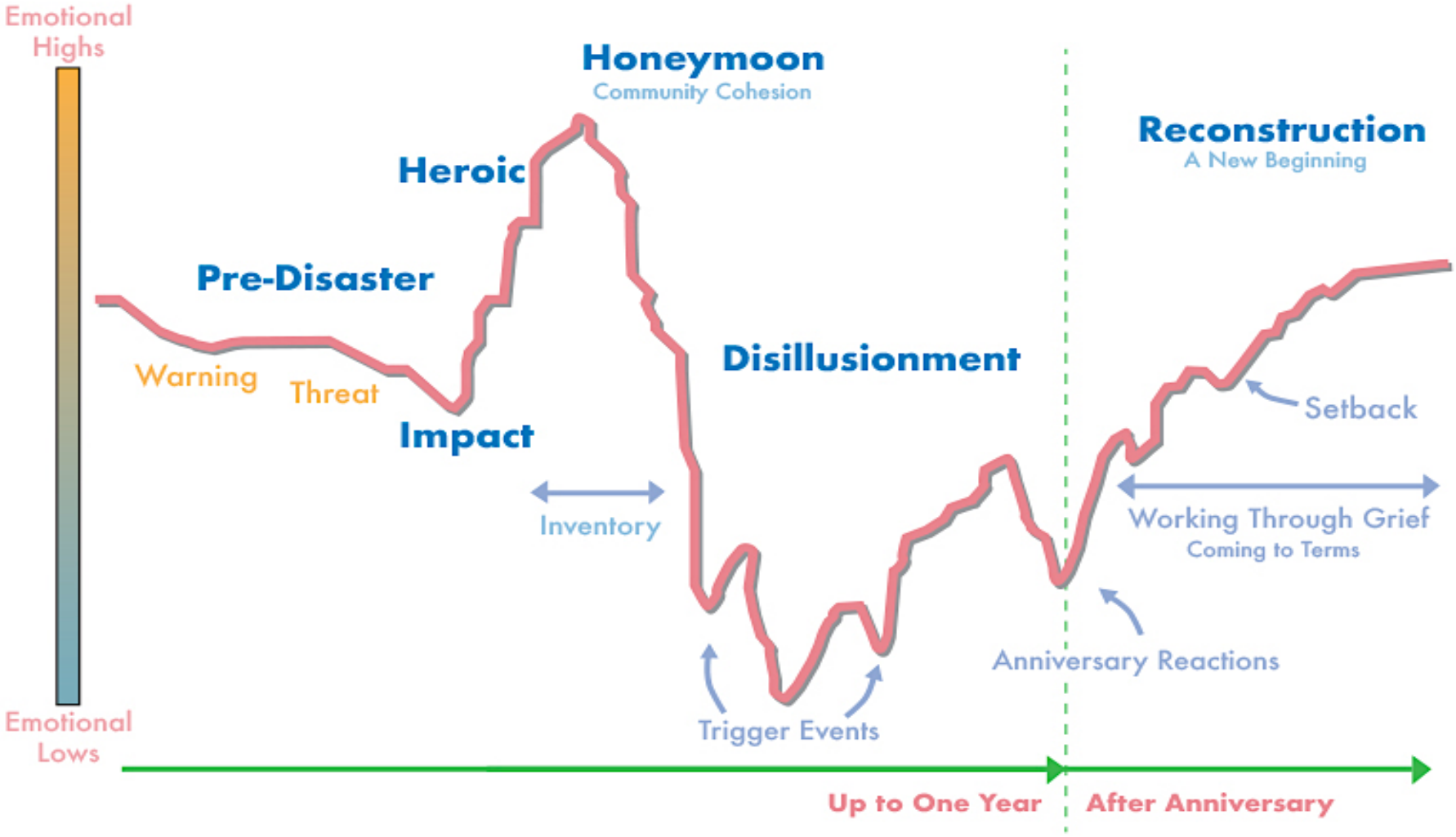
Challenges of Today

Opportunities of Tomorrow

Future Considerations

Engaging In Solutions

Phases of Disaster Recovery[1]



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Disaster Recovery:
Behavioral Health Needs & Use Prevalence

- Challenges of Today:
  - Anxiety, Depression, Grief, Panic Disorder, & Traumatic Stress: ASD/PTSD
  - Increased Process & Substance Use, Misuse, & Abuse
  - Relational impacts – couples, families, & communities

- Opportunities for Tomorrow:
  - Understanding the experience of progression
  - Seeking relief (healthy & unhealthy)
  - Engaging available resources

Disaster Recovery: Behavioral Health Needs & Prevalence

- Future Considerations
  - Timelines for understanding behavioral health impacts
  - Timelines for evolving disaster recovery efforts will vary
  - Pre-disaster epidemic cycles will evolve concurrently
  - Access to care will require collaboration with wider referral sources
  - Intersection of public & private resources will be critical
  - Organizations will need to respond by evolving & growing intentionally rather than reacting

Essential Frameworks:
Values Based Care

Essential Frameworks:
Trauma Informed Care

- **Safety** - Ensuring physical & emotional safety for the Organization, Staffs, Participants, & Families.
- **Trustworthiness & Transparency** - Transparency to build trust in relationships; Making tasks clear & Maintaining appropriate boundaries.
- **Peer Support** - Key to start building trust, establishing safety, & empowerment through peer to peer engagement.
- **Collaboration** - Maximizing collaboration & sharing of power with participants.
- **Empowerment, Voice, & Choice** - Prioritizing participants empowerment & skill–building, as well as prioritizing consumer choice & control.
- **Cultural Humility** - care that differs from cultural competence, by centering on an individual's cultural experience as the reference, honoring & attending to the individual's cultural context & influences in their care.
- **Mutual Responsibility** - Each person is responsible for their part in the relationship & for their own behavior.
- **Compassion** - Looking at the entirety of the person including their experiences and environments rather than being judgmental & dismissive.

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Who is a ***Participant***?

Staff

Clients

Families

Payors

Referrals

Communities

Organizational Health

"Organizational health is essentially about making a company function effectively by building a cohesive leadership team, establishing real clarity among those leaders, communicating that clarity to everyone within the organization, and putting in place just enough structure to reinforce that clarity going forward."[2]

Organizational Health

"Simply put, an organization is healthy when it is whole, consistent and complete, when its management, operations and culture are unified."[3]

Organizational Health

Cohesive Leadership Team

Create Clarity

Reinforce Clarity

Overcommunicate Clarity

Team Behaviors

Building Trust

Mastering Conflict

Achieving Commitment

Embracing Accountability

Focusing On Results[4]

Create Clarity:
SIX CRITICAL QUESTIONS

1. Why do we exist?
2. How do we behave?
3. What do we do?
4. How will we succeed?
5. What is most important, right now?
6. Who must do what?[5]

Self-Care: Leadership & Staff

Current Resources

Communicating: Asking/Listening
Evaluating & Understanding

Further Resources

Creativity & Innovation
Collaborations & Communities

Future Resources

ProQOL-5
✓Compassion Satisfaction
✓Compassion Fatigue
✓Burnout
Cross Training & Education

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Financial Considerations

- Financial trauma recovery
- Productivity Expectations
- Restructuring fiscal integrity & sustainability
- Evolving capacity needs & resourcing

Operational Considerations

- Evolving regulatory roll backs & updates
- Policy, procedure, & practice revisions
- Facility preparedness during disaster recovery
- Staffing considerations

Business Development Considerations

- Balancing comprehensive strategies
- Strategic diversification of referral sourcing
- Opportunities for community collaboration
- Cross training & education

Clinical/Programming Considerations

- Measurement based care utilization
- Appropriate service content & delivery
- Education, supervision, & training
- To telehealth: Why, When, & How

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Questions, Considerations, Discussions, & Solutions

Engaging

In

Solutions

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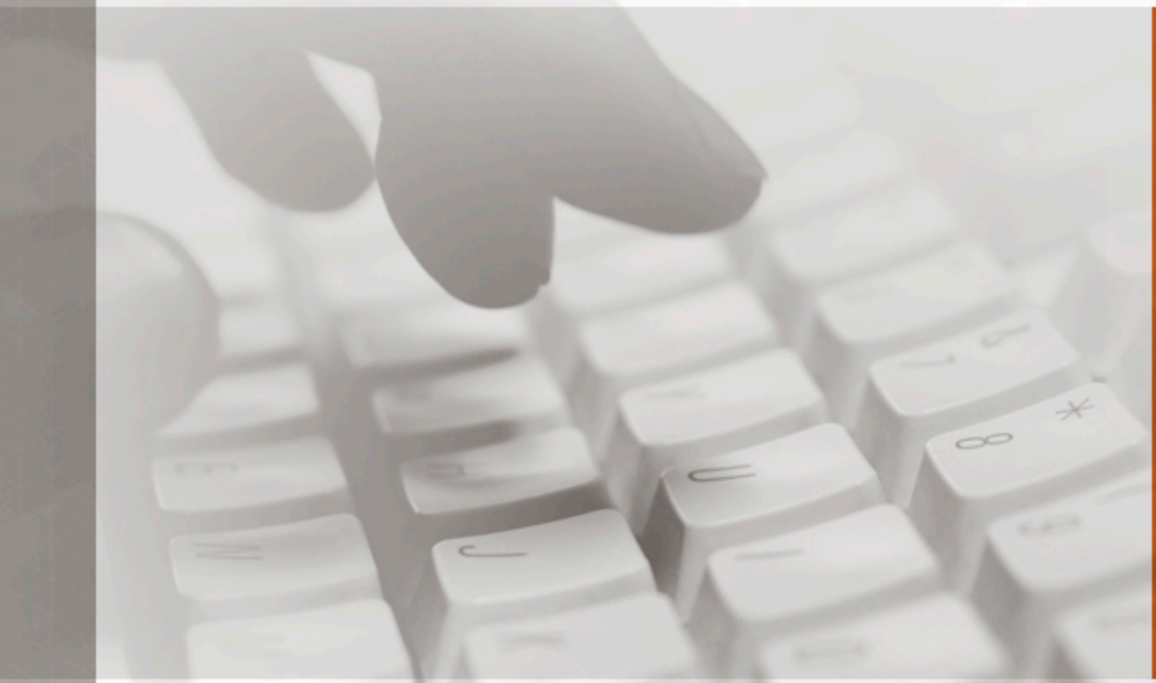

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C4 CONSULTING

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