



# EVIDENCE-BASED PRACTICES WORKSHOPS

Human Services Leadership For Strategic Planning,  
Evaluation & Funding Sustainability

November 3-4, 2011  
Las Vegas, Nevada,  
USA



**Earn up to 13 CE Training Hours**

[www.joyfields.org](http://www.joyfields.org)

# Leadership For Strategic Planning, Evaluation & Funding Sustainability

## Program Summary

**W**ant to build a thriving agency or program? Here's how.

Join us for this comprehensive program on how you can lead your agency and thrive under challenging circumstances. Success requires the utmost in leadership, strategic planning, evaluation and funding sustainability. Challenging economic times and declining resources call for wise decisions about how available resources will be utilized. Policy-makers, funding agencies, and the general public are demanding accountability from justice system institutions and social service providers. Unfortunately many in leadership struggle to engage in effective planning to provide meaningful information about the work they do. This comprehensive training will cover the essential components of effective leadership, strategic planning, evaluation and how to sustain the funding needs you have. In the process we will;

- Examine scientific techniques for assessing problems and developing evidenced-based solutions
- Present performance measurement as a key element of the evidence-based programming and accountability movements
- Examine the use of process and impact evaluations as methods of ensuring programs are being implemented as planned
- Review that the anticipated effects are being achieved
- Explore the issues around funding and how you retain existing funding while garnering new sources of funding

Topics to be covered include, basic principles of effective leadership and successful strategic planning; problem analysis and needs assessment; identifying agency strengths, weaknesses, opportunities, threats, and critical issues; developing or clarifying an agency's vision, mission, values, goals, and objectives; selecting or designing programs; setting program goals and measureable objectives; developing a logic model for programs; developing and utilizing performance measures to assess key results; developing and utilizing action plans; monitoring implementation through process evaluation; assessing program effects through impact evaluation; and using performance assessment to improve agency operations, manage resistance to change, and communicate with internal and external stakeholders.

The systematic planning and evaluation process presented will emphasize proactive collaboration; documenting problems and needs through data collection; developing a vision, mission, goals, and objectives based on agency and client/offender success; utilization of evidenced-based programming; and use of data collection and analysis to, evaluate programs and staff, clarify priorities, improve operations, promote the agency, and enhance program sustainability and funding. Special attention is paid to the issue of funding to sustain your organization and/or programs.

---

The facilitator was superb, focused, obviously knowledgeable, and thorough. The training was well worth the financial investment! MS, Orange County Corrections

I especially commend the ability to ask questions and get responses that were incorporated into the sessions. SB, MHMR of Harris County

"I was very impressed with the depth of knowledge the facilitators possessed about evidenced based best-practices in the industry. However, it wasn't an over-your-head kind of dissemination . . . very practical."

"... one of the best "hands on" educational programs I have ever attended, including many of the Masters level courses I attended in graduate school. I will be, and have already, **STRONGLY** recommended this course for our County, DOC.... This was truly worthwhile and should be a mandatory course for Correctional Leaders everywhere." LK , Texas

"I can't think of any deficiencies in the program. It was very well organized, and extremely professional. I like the research that is provided to support the re-entry processes outlined in the training. It is good to have educational research to support the training being offered." - JH, Multnomah County

"On behalf of the Prison Department at the Ministry of Justice of the Republic of Lithuania I would like to thank you for the great opportunity to get acquainted with the prison and rehabilitation system of Georgia and Florida states. The material that was delivered during the Course will be of great use in everyday activities of penitentiary institutions of Lithuania. Good luck, Joyfields Institute!" - VP, Prisons Department of Lithuania

"Material is relevant with encouragement and guidance to apply to your own work setting." - TK, Multnomah County

# Leadership For Strategic Planning, Evaluation & Funding Sustainability

## PROGRAM AGENDA AT A GLANCE

### WHAT PARTICIPANTS WILL LEARN:

This training will address the common problems of poor planning, faulty problem analysis, and weak performance assessment that tend to produce under-performing agencies and interventions that fail to live up to their original promise and expectations.

Participants will be given the opportunity to learn:

- Key aspects of effective leadership and organizational growth
- Techniques and components of effective strategic planning
- To document problems and needs to be addressed by criminal and juvenile justice agencies and organizations
- To identify agency and organizational strengths, weaknesses, opportunities, threats, and critical issues
- To develop or clarify vision and mission statements, goals, and objectives
- To define target populations, program components, and procedures to be followed
- To develop and utilize performance measures to assess key results
- To identify, acquire, and allocate required resources
- Methods and data collection techniques for program monitoring
- About the different types of impact evaluation and research designs
- To plan for and manage both challenges and success
- To manage resistance and conflict
- The importance of communicating results and feedback to stakeholders
- To enhance program sustainability and locate resources for meeting funding requirements

*"The relevance of the topics. The time for exchanges. The readiness of the organizers and the site visits" – RA, Gibraltar Prisons Service*

*"The content of the training programme is excellent and useful for Correctional Institutions who aim at returning ex-Offenders to Societies whose personalities and individual lives have been examined and shaped purposefully with the needed answers and tools to re-enter and lead self reliant and normal lives and thus reduce crime in the Communities. It is a programme all persons of leadership positions in Corrections should be exposed to." - MA, Ghana Prisons Service*

## Leadership For Strategic Planning, Evaluation & Funding Sustainability

### **Workshop Leader: Dr. David L. Myers, Professor of Criminology, Indiana University of Pennsylvania and Editor of Criminal Justice Policy Review**

Dr. David L. Myers, PhD, is a Professor in the Department of Criminology at Indiana University of Pennsylvania (IUP), where he first joined the faculty in 1998. He also recently served as Interim Director at the John Murtha Institute for Homeland Security. He earned his PhD in 1999 from the University of Maryland, Department of Criminology and Criminal Justice, and previously received a Master of Science in Administration of Justice and a Bachelor of Science in Criminal Justice from Shippensburg University.

Dr. Myers has taught more than 15 different courses at the undergraduate, masters, and doctoral levels, specializing in classes on research methods and quantitative analysis, juvenile justice and delinquency, and criminal justice policy, planning, and evaluation. From 1999 to 2002, he served as the criminology master's program coordinator at IUP, and from 2002 to 2008 he served as the criminology doctoral program coordinator. He has supervised the teaching and research of dozens of criminology doctoral students and has advised a variety of student organizations and community groups.

Dr. Myers has published two books (most recently *Boys among Men: Trying and Sentencing Juveniles as Adults*, Praeger Publishers, 2005) and nearly 30 journal articles, book chapters, or other scholarly works. He also has presented more than 35 papers at national and regional conferences and is currently the Editor of *Criminal Justice Policy Review* (a quarterly, peer-reviewed journal published by Sage Publications). He has received several grants to support his research and previously served as the Director of the IUP Center for Research in Criminology.

Dr. Myers also has served as the Dean's Associate in the IUP School of Graduate Studies and Research; the Interim Vice Provost for Research and Dean of Graduate Studies at IUP; and the Interim Executive Director of the IUP Research Institute. In the community, he has served as Chairperson of Indiana Area Communities That Care, President of the Board of Directors of Big Brothers Big Sisters of Indiana County, and Advisor to Kids on Campus of Big Brothers Big Sisters.

### **Sobem Nwoko, President, Joyfields Institute**

**Mr. Nwoko** is a human performance management consultant who has been delivering evidence supported best practices management training and consulting to private and public sector organizations since 1997.

He spent over 20 years in senior management roles at various corporations before founding Joyfields Institute in 2001. He has had responsibility for over 350 employees managing operations and driving strategic programs designed to improve processes as well as employee and customer satisfaction.

Mr. Nwoko did his Bachelors degree work in Mass Communications at the University of Maryland and Graduate work in Instructional Technologies at Towson State University. As president of Joyfields Institute, he has focused his attention on evidence based best practice models for solving executive leadership challenges. He has worked to bring the best experts together to disseminate and teach these practices.

Joyfields Institute programs are delivered through live and online workshops and conferences. The company publishes websites featuring daily news, resources as well as e-publications delivered to subscriber and members online.

Mr. Nwoko is married and has 2 lovely daughters. The family lives in the Atlanta, GA area of the USA.

# Leadership For Strategic Planning, Evaluation & Funding Sustainability

## KEY REASON WHY YOU AND YOUR COLLEAGUES SHOULD ATTEND;

- You will network with colleagues to share invaluable ideas and experiences from different parts
- You will meet the finest corrections leaders serious about the business and learn how they do what they do
- You will leave at the end of the program with action steps to take to begin address the challenges you face
- You will learn from an expert faculty what works and know what mistakes to avoid
- We don't stop at just the class room studies. You will learn in discussion groups and trouble shooting sessions how to address the re-entry opportunities ahead
- Learn key skills for great corrections systems leadership
- Learn first hand the best and latest resources for addressing corrections needs and how to apply them

## CERTIFICATE COURSE

Upon completion of the course, participants will receive a certificate as evidence of your accomplishment and status as a practitioner who has acquired specific new skills. Your certificate will be delivered upon completion of the course.

## WHO SHOULD ATTEND

Administrators, managers, and leaders at Criminal and juvenile justice systems, Community Corrections, Reform, Re-entry and Reintegration programs, Agencies that cater to clients with learning disabilities or Drugs, Alcohol and Substance Use disorder.

*."Loved the small group participation and the group field trips." – RVK, San Diego Sheriff's Department*

*"Organizers were very friendly and the first 2 days lecture was excellent, thanks." DC, Miami-Dade Corrections and Rehabilitation Department*

# Leadership For Strategic Planning, Evaluation & Funding Sustainability

## ACCOMMODATION, REGISTRATION FEE, INTERNATIONAL PARTICIPANTS

### HOTEL & ACCOMMODATION

Although details regarding the host hotel for the workshop are still being finalized, we can tell you the host hotel for the workshop is **The Fabulous Luxor Las Vegas Hotel**, located at **3900 Las Vegas Blvd. South, Las Vegas, NV 89119**.

Luxor accommodations are visually stunning and temporarily appointed with modern amenities. All sessions will be held within the hotel. Joyfields Institute has negotiated a guest room and resort fee rate you can take advantage of if you plan to stay at the hotel. **\*\*\* When making your reservation, please specify rooms in the "West Tower" to insure you are closest to our meeting room location!**

- **Phone Reservations:** Please call the hotel directly to make your reservations at **702-262-4450**. You must mention the Group Code **JOYF11P** to receive our special negotiated rate of \$74 per night of the program, plus a discounted resort fee of \$8.95 and taxes.



Participants are responsible for all accommodations, lunches, airfare and associated incidental expenses.

If you need further assistance, please contact our office at +1(770)409-8780 or send email to [yvette@joyfields.org](mailto:yvette@joyfields.org). Thank you.

### REGISTRATION FEES

- All training sessions
- Comprehensive Program Manual
- Earn CE training hours for this program working with Professional Joyfields Institute Experts
- Continental breakfast daily with refreshment breaks
- **Single Attendee Registration:** \$695 ea
- **2 or More Attendees Registration:** \$595 ea

### \*\* Members & Alumni

**Current Members:** Take 10% OFF (Enter "**MEM**" as promo code)

**Alumni:** Take 5% OFF (Enter "**ALUM + Year Attended**" as promo code)

### PAYMENTS AND SUBSTITUTIONS

Please make payments online at [www.joyfields.org](http://www.joyfields.org), plus 4 other Convenient Ways To Pay:

- **WIRE** transfer. To pay by wire transfer, send email to [wires@joyfields.org](mailto:wires@joyfields.org) to request wiring instructions. Include your phone and fax # and we will send you details for wiring funds
- **FAX** Completed Registration form to Joyfields at 678-605-0271
- **MAIL** a Company Check. Checks must be payable in US \$ and made out to "Joyfields, Inc." against a US bank and Mail to Joyfields, 5805 State Bridge Road, Suite G255, Duluth, GA 30097.
- **CALL** Joyfields for assistance at 770-409-8780

All payments must be received to participate. If there is a chance payment may not reach us before the program date, a Purchase Order will be required. Participants may substitute attendees, at any time prior to the program start, with no penalty.

**Joyfields Institute for Professional Development**

Please use this form to process your registration. Complete the form and fax to +1(678)605-0271

Event Name: \_\_\_\_\_

Approving Manager Name: \_\_\_\_\_ Title: \_\_\_\_\_

Email: \_\_\_\_\_

Company: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_

IPC/Zip: \_\_\_\_\_ Country \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

**Attendee #1**

Full Name: \_\_\_\_\_ Email: \_\_\_\_\_

Title: \_\_\_\_\_ Phone: \_\_\_\_\_ Promo Code: (if any) \_\_\_\_\_

**Attendee #2**

Full Name: \_\_\_\_\_ Email: \_\_\_\_\_

Title: \_\_\_\_\_ Phone: \_\_\_\_\_ Promo Code: (if any) \_\_\_\_\_

**Attendee #3**

Full Name: \_\_\_\_\_ Email: \_\_\_\_\_

Title: \_\_\_\_\_ Phone: \_\_\_\_\_ Promo Code: (if any) \_\_\_\_\_

**Attendee #4**

Full Name: \_\_\_\_\_ Email: \_\_\_\_\_

Title: \_\_\_\_\_ Phone: \_\_\_\_\_ Promo Code: (if any) \_\_\_\_\_

**\*\* To register over 4 participants, please make copies of this page. Thank you.**

**Payment Method (circle one): Credit Card / Wire / Check / Cash / PO # \_\_\_\_\_**

Credit Card Name (circle one): MC / VISA / AMEX / DISCOVER

Name on Card: \_\_\_\_\_

Card Number: \_\_\_\_\_ Security Code: \_\_\_\_\_

Expiration Date: \_\_\_\_\_

Remember to book your room reservation directly with the hotel if you plan to stay at the hotel.

If you need assistance, send email to Yvette Hughes at [yvette@joyfields.org](mailto:yvette@joyfields.org) or call +1(770)409-8780.