



Presents...

BECOME AN EVIDENCE-BASED ORGANIZATION OR PRACTITIONER

Core & Advance Skills for Leadership & The Professional

August 10 - 12, 2016
Atlanta, Georgia, USA

Approved for 20 CE Training Hours



President's Message

- How often do funders require your practice methods be evidence-based?
- To what degree is your organization evidence-based?
- How many on your staff practice evidence-based approaches?
- In 2016, what plans do you have for ensuring staff becomes evidence-based?
- When you do train, how do you measure impact and outcomes?

For clear answers to these questions join us along with other practitioners and experts for these certificate programs developed to prepare practitioners and organizations to be certified as evidence-based and emphasize practical approaches for immediate application, skills development and career growth.

Peter Orszag, the former director of the Office of Management and Budget (OMB) once remarked, "less than 1 percent of federal spending goes to programs and activities that we have any evidence they work." The number is less clear for other funding entities and elsewhere. For years Joyfields Institute has worked to help address the challenge through training, education and performance evaluation initiatives working some of the best experts and practitioners committed to the evidence based movement.

We have worked tirelessly to formalize a clear path organizations and their staff can follow to become and stay evidence-based. Join us for three (3) days of this comprehensive evidence based training designed to prepare practitioners and organizations for certification as evidence based. The programs emphasize practical approaches for immediate application, staff skills development and career growth.

Sponsored by Joyfields Institute and the EBP Society the programs teach the logic model laying out the clear path agencies and their staff can follow. It is the precursor to certification as an evidence based organization (CEBO) or practitioner (CEBP). **Select track A**, to pursue work at the organization level, or **select track B** to pursue individual staff skills development for working directly with clients – Its your choice.

But wait! The program is in another great city! How else can we make it such fun to, (a) get away, (b) get really good at the careers we signed up for, and (c) get some real RNR! Its a big win all the way around.

Plus, we made it easy to bring a team too. Agencies are encouraged to attend as teams as this will help accelerate the adoption and transition toward becoming an evidence based team. Plan now to join us.

I look forward to seeing you there.

Sobem Nwoko, President

DAILY AGENDA

- 8:00: REGISTRATION, BREAKFAST & NETWORKING
- 8:30: WORKSHOP BEGINS
- 10:00: AM NETWORKING BREAK
- 10:15: WORKSHOP RESUMES
- 12:00: LUNCH
- 1:00: WORKSHOP RESUMES
- 2:30: PM NETWORKING BREAK
- 2:45: WORKSHOP RESUMES
- 4:30: WORKSHOP CONCLUDES DAILY (except last day at 3:30)

Program Overview

TRACK-A BECOMING AN EVIDENCE BASED ORGANIZATION (EBO): CORE SKILLS & PLANNING FOR IMPLEMENTATION

Evidence-based policies, programs, and practices have become required aspects of organizations striving for effectiveness and sustainability. According to research, the benefits from implementing evidence-based approaches vary widely based on organizational characteristics. Overall, Evidence-Based Organizations (EBO's) consistently demonstrate the ability to achieve desired outcomes through effective problem-solving and informed decision-making. In doing so, they use research evidence and data to drive decisions and to develop innovative approaches to delivering services. Their overall goal is to increase the likelihood that the agency and its clients will achieve desired outcomes.

The upcoming workshop lays the foundation for realizing the greatest promise these approaches hold both for achieving enduring client outcomes and for consistently reaching and exceeding the expectations of stakeholders and funding providers. **Participants will use workshop time to develop their agency-specific strategic and action plans. It is desirable that 3 or more workshop participants attend from each agency to help accelerate the adoption and transition toward becoming an EBO. Also bring along at least one laptop to be made available from group use.**

PROGRAM OUTLINE

Session-1

I. The case for evidence-based reform

- a. Increasing accountability
- b. Declining resources, increasing cost
- c. Increasing offender populations; ongoing recidivism
- d. Expanding technology
- e. Expanding evidence-based knowledge

II. Knowledge and use of evidence-based "nuts and bolts"

- a. Evidence-based policies, programs, and practices
- b. Evidence-based principles
- c. Evidence-based management
- d. Evidence-based organizations

III. Demonstrating effective leadership

- a. Qualities of effective leaders
- b. Leadership versus management
- c. Empowering staff
- d. Leadership philosophy

Session-2

IV. Understanding organizational culture and assessment

- a. Organizational culture in practice
- b. Characteristics of effective organizations
- c. Staff of effective organizations
- d. Organizational assessment: Why, how, and by whom?



V. Engaging in strategic planning and performance measurement

- a. Ineffective and effective strategic planning
- b. Linking organizational vision and mission to agency activities and outcomes
- c. Using data for problem analysis and needs assessment
- d. Accountability for results through performance measurement
- e. Ensuring program fidelity and continuous quality improvement
- f. From performance measurement to program evaluation

VI. Enhancing organizational capacity and sustainability

- a. Building internal and external support
- b. Use results early, often, and in multiple ways
- c. Ongoing role of leadership and management
- d. Adapt and reassess over time
- e. Marketing your success
- f. Strategic funding and grant writing

Program Overview

Session-3

VII. Planning for Implementation

Having learned the framework for becoming an Evidence Based Organization (EBO), we'll move to the next stage and plan for implementation. Day 3 will provide the help you need to develop your agency-specific strategy and action plans for becoming an EBO, complete with tools and resources for assessing where you are and what to do next.

Participants will be guided and will collaborate as a team to produce strategic and action plans that will focus on the five major components of EBO development:

- Knowledge and use of evidence-based policies, programs, and practices
- Demonstration of effective organizational leadership
- Understanding of organizational culture and use of organizational assessment
- Utilization of effective strategic planning, performance measurement, and program evaluation
- Ongoing efforts to enhance organizational capacity and sustainability

LEARNING GOALS AND OBJECTIVES

This 3-day workshop will provide fundamental EBO knowledge and address the common problems associated with moving from a training environment to the implementation and evaluation of evidence-based organizational change efforts. Participants will be given the opportunity to develop strategic and action plans for EBO development, containing:

- An EBO vision and mission
- Organizational goals and objectives, centered on the 5 key aspects of EBO development
- Action steps to be taken to carry out the strategic plan. These action steps will specify responsible individuals, time frames, and resources needed.

TRACK – B

BECOMING AN EVIDENCE-BASED PRACTITIONER: CORE SKILLS FOR DURABLE CLIENT SUPPORTS & SERVICES

Motivational Interviewing, Cognitive Behavioral Approaches, Trauma-informed Care, Person-Centeredness, Stage-matching, Treatment and Services Planning. These are some of what is covered in this program of standardized formal staff education for providers of adult and youth case management and care coordination, counselors, community services providers, courts and probation supervision, social workers and clinical teams. Participants in this training will be in a position to learn evidence-based "common elements" which they practice to help their clients achieve durable outcomes successfully - vs punishing, warning or "rehabilitating". Practitioners must remain courageous and choose proven pathways in practice.

The program has been developed as a "pathway or logic model" to help practitioners hone capabilities in the essential skills they must possess to work effectively with their clients. Characterized as evidence based "common elements", they serve as the vehicle for confidently and efficiently providing efficacious services.

Proper application of the "Common Elements" in EBP is a shift away from Diagnostics Driven, Clinically Driven, and Problem Driven approaches, and instead to "Partnering" as an advanced skill. "Partnering" is a term that operationalizes a deeper knowledge and skillful application of sophisticated facilitation skills by the practitioner. It advances their skills beyond expert knowledge of disorders and their remedies, to a level of facilitation that impressively enables the person being served to benefit from the contact moment, in any method, program or practice.

LEARNING GOALS AND OBJECTIVES

Participants in the program will receive formal education in how to help their clients regain or strengthen their ability to perform critical life functions necessary to thrive in any life domain and ultimately be skillful in the application of evidence based and strength centered approaches. They will also be in a position to;

Module-1

Learn how to plan for continued personal and professional development following formal education. Going beyond just formal degrees and licenses and learning what to do to insure their continued professional development.

Program Overview

Module-2:

Get a clearer more advanced understanding of "Evidence based" practice, programs and treatment/service plans - beyond the typical introductory and moderate definitions. What kinds there are, their meaning, what they are for, how they work, why they important, how you do them, and etc.

Module-3:

Be able to distinguish between Evidence Based and intuitive practice. Move toward recognizing and making use of that which is intuitive in your practice.

Module-4:

Learn to be able to test and discover the value of intuitive practice in order to determine when and how to use it. Practice based evidence. How to make use of intuition they possess and move those activities toward becoming evidence based.

Module-5:

Be in a position to evaluate and rate own practice for fidelity and efficacy



Module-6:

Be in a position to develop a plan to improve own practice using the results of a self evaluation. Make use of the plan developed to improve their practice

Module-7:

Learn the various EBP's and their uses in all practice. Learn which are specific to your domain and work to specialize in the use of one or more for their particular domain

Module-8:

They will learn top evidence-based approaches specific to their domain and work to specialize in the use of one or more for their particular domain. In addition they will learn "must have" models including Motivational Interviewing, Cognitive Behavioral skills, Person Centeredness, Stage-matching and Trauma-Informed Care among others.

Module-9:

Be in a position to design and document practices in a manner that helps them adjust the fluid step by step logical process, demonstrate the development and adjustment of treatment/service plan in order to facilitate the recovery process. Practitioners must document the way that they practice and understand its purpose to evolve the plan from the beginning to the end, have it show up in a certain way that connects to the reason for plan, its process and the adjustments for plan to achieve the intended outcome.

Module-10:

Path an annual training and staff development programs for evidence based practices to deepen the knowledge of methods and of the theoretical background for the use of evidence based approaches. Membership in a professional group to foster professional engagement and ongoing development.

Agencies are encouraged to attend as teams, as this will help accelerate the adoption and transition toward becoming an EBO.

Daily Agenda

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10:00 AM NETWORKING BREAK
10:15 WORKSHOP RESUMES
12:00 LUNCH
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2:30 PM NETWORKING BREAK
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Why Attend

KEY REASONS YOU AND YOUR COLLEAGUES SHOULD ATTEND A JOYFIELDS INSTITUTE PROGRAM

- Join others and learn to quickly get your program initiatives on a solid foundation
- Learn in a focused setting without the distractions of being sold to
- Network with colleagues to share invaluable ideas and experiences from different parts
- Meet other professionals and learn how they overcame implementation challenges they faced
- Leave at the end of the program with action steps to begin addressing challenges you face
- Learn first hand the best and latest resources for addressing needs and how to apply them
- Learn from experts and outstanding practitioners “what works” and what not to do
- Through discussion groups and trouble shooting exercises you will learn to embrace opportunities ahead

WHO SHOULD ATTEND

- **Organizations:** Human, social services and justice systems administrators, managers, and leaders.
- **Practitioners:** Any practitioner who wishes to provide services in a way that is efficacious to being evidence based and strength centered

CE Training Hours

CERTIFICATE & CONTINUING EDUCATION TRAINING HOURS

Approved for 20 CE training hours

Joyfields Institute CE: Approved for CE hours. 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. Many licensing/certification bodies accept this designation. Please check with your licensing body.

Social Workers: This program is Approved by the National Association of Social Workers, Approval #886636664-2159 for Social Work continuing education contact hours.

Licensed Alcohol & Drug Counselors: Approved for CE hours. Joyfields Institute is an approved education provider by National Association of Alcohol and Drug Abuse Counselors (NAADAC)/National Certification Commission (NCC) Provider #745. Many licensing/certification bodies accept this designation. Please check with your licensing body.

Substance Abuse Counselors: Approved for CE hours. Joyfields Institute is an approved education provider by National Association of Alcohol and Drug Abuse Counselors (NAADAC)/National Certification Commission (NCC) Provider #745. Many licensing/certification bodies accept this designation. Please check with your licensing body.

Professional Counselors: Approved for CE hours. Joyfields Institute is an approved education provider by the National Association of Alcohol and Drug Abuse Counselors (NAADAC)/National Certification Commission (NCC) Provider #745. Many licensing/certification bodies accept this designation. Please check with your licensing body

For assistance, call +1(770)409-8780

Faculty

Mark Lewis, LMSW, MCSW, MINT, EBP Implementation Specialist, Michigan Department of Community Health

Mr. Mark Lewis is best described as a person who is focused on staff development and training for the purpose of improving the moment of contact between a practitioner and the individual receiving services. His trainings are known for depth of knowledge and effectiveness in providing clear influence on the participating practitioners' skills. His experience includes case management, treatment, supervision, staff development, and management of adult and juvenile justice programs including a very specialized program for Parolee-Sex Offender Alcoholics and Addicts.



Mr. Lewis began his career as a Law Enforcement and Corrections Specialist in the United States Air Force. During his 10 years of service Mr. Lewis performed as a Law Enforcement Supervisor and later as a Master Instructor in the Air Force Police Academy. Following the Air Force he completed a Bachelors Degree in Psychology at the University of Michigan, and the Masters of Clinical Social Work at Michigan State University. He is a Licensed Master Social Worker (LMSW) and a member of the International Motivational Interviewing Network of Trainers (MINT), and carries advanced credentials in other evidence based practices.

In 33 years of practice Mr. Lewis has worked in various public and private human services programs and held positions ranging from clinical therapist, case-manager, director of operations for a national managed care company, director of utilization management, and contract negotiator. Currently Mr. Lewis holds a position with the Michigan Department of Community Health where he is responsible for the implementation and sustainability of evidence-based practices and best practice across the public health system.

Mr. Lewis is also an adjunct professor at the Oakland University School of Medicine, the University of Michigan-School of Social Work, and the Wayne State University-School of Medicine-Department of Psychiatry-Research Division.

As a Joyfields Institute Associate Faculty Mr. Lewis leads the staff development and training activities, systems and process design improvements and leadership enhancement practice.

Faculty

David Myers, PhD., Indiana University of PA. and Author, "Becoming An Evidence-based Organization"

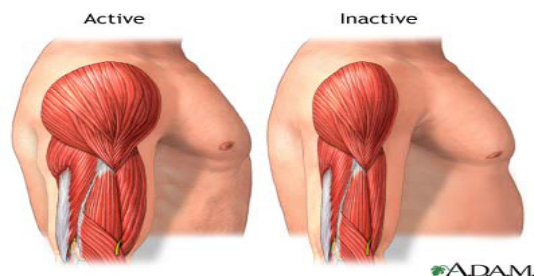
Dr. David L. Myers, PhD, first joined the faculty at Indiana University of Pennsylvania (IUP) in 1998. He earned his PhD in 1999 from the University of Maryland, Department of Criminology and Criminal Justice, and previously received a Master of Science in Administration of Justice and a Bachelor of Science in Criminal Justice from Shippensburg University.



Dr. Myers has taught more than 20 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; from 2002 to 2008 he served as the criminology doctoral program coordinator; and he currently is serving as criminology internship coordinator. He has supervised the teaching and research of dozens of doctoral students and has advised a variety of student organizations and community groups.

Dr. Myers has published three books (most recently *Becoming an Evidence-Based Organization: Demonstrating Leadership and Organizational Growth*, Joyfields Institute for Professional Development, 2013) and over 30 journal articles, book chapters, or other scholarly works. He also has presented more than 50 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; the Interim Executive Director of the IUP Research Institute; and the Interim Director of the IUP Murtha Institute for Homeland Security. 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.



Partial List of Alumni & Customers

4-H Youth Development

9th Circuit Court - Family Division

A. L. Harris Prison Reentry Consulting Services
Ada County Juvenile Court Services
Ada County Juvenile Court Services
Addiction Treatment Services
Agape Means Lovecowli
Apache Behavioral Health Services
Appalachian Judicial Circuit

BCFS Education Services
Beach Cities Health District
Berkshire County Sheriff's Office **Certified EBO PROVISIONAL**
Blue Mountain Action Council
Bryant Middle School

C.A.S., Inc.
Carroll County Health Department
Catholic Charities
Cherokee Nation - Reentry Services
Cherokee Nation - Jack Brown Center
Children's Bureau of Southern California
Childrens' Trust of Florida
City of Decatur, Alabama
City of Houston HHS
City of Pasadena Public Health Department
City of Richmond - Dept. of Justice
City of San Jose
Cleveland Department of Public Safety
Clinton County Community Supervision
Confederated Salish & Kootenai Tribes
Cool Aid Society
County of Orange Behavioral Health
County of Santa Barbara, ADMHS
Court Svcs & Offender Supervision Agency
Cowlitz Tribal Treatment

Dale County Juvenile Court
Del Norte County Probation

Eagle Eye Farm
Eastern Ohio Correction Center
ESHG NE FL - **EBO Candidacy**

Family Youth Interaction Community Services

Gallatin County Detention Center
Ghana Prisons Service
Green Hills Community Action Agency
Greenlee County Courts Probation Dept.
Griffin LPC, Inc.

Idaho Department of Mental Health
Imperial Valley Regional Occupational Program
International Institute of Los Angeles
Iowa Juvenile Court Services - **EBO Candidacy**
Imperial Valley Regional Occupational Program - Thrive

Jefferson Community Action Programs
Jubilee Housing

Kansas Department of Corrections
King County- Washington

LEGEND

CCEBO: Certified EBO
EBO Candidacy: Candidate for EBO

LA County Probation
LA County Sheriff's Department
Lafayette Parish Sheriff's Office
Larimer County Community Corrections

Mayo Clinic
Mescalero Drug Court
Dade Community Action & Human Services **EBO Candidacy**
MN DOC Community Reentry

Neighborhood House Association
Nestor Consultants, Inc
Nevada Department of Corrections - **EBO Candidacy**
New London Homeless Hospitality Center
New York City Department of Health and Mental Hygiene
Nexus Services Inc.
Nulton Diagnostic and Treatment
NWCCC

Ohio Department of Youth Services
Options for Recovery
Orange County Corrections

PMHCC-CTT
Poarch Band of Creek Indians
Pretrial Services Agency of DC - **EBO Candidacy**
Pyramid Lake Tribal Health Center

Rappahannock Regional Jail
Rimrock
Romanian Prison Service

Saginaw County Community Mental Health Authority
San Diego County Probation Department
San Mateo County Probation Department **Certified EBO - PROVISIONAL**
South Carolina Dept. of Alcohol and Other Drug Abuse Services
SEARCH Homeless Services
Seasons Center for Behavioral Health - **EBO Candidacy**
Sentinels of Freedom Headquarters
Social Model Recovery Systems
Spokane County Juvenile Court
STAR Community Justice
State of Florida Department of Juvenile Justice
State of NC DHHS
STOP Organization of Hampton Roads **Certified EBO - PROVISIONAL**

The Center for Children & Families
The Recovery Place
Travis County Drug Court
Tule River Indian Youth Development Project **Certified EBO PROVISIONAL**

U. S. Probation, Jacksonville, FL - **EBO Candidacy**
US Probation, Tampa, FL - **EBO Candidacy**
US Pretrial Services & Probation Office, Cleveland, OH - **EBO Candidacy**

Ventura Public Defender's Office
Village of Skokie **EBO Candidacy**
Vista Hill

Watts Healthcare Corp. - HOU
Waukesha County Department of Health & Human Services
Wayne County - Department of Children and Family Services
White Mountain Apache Behavioral Health Services
World Relief Corporation
WY Dept. of Health, Behavioral Health Division

Youth Coop
Youthzone

Accommodations & Registration

ACCOMMODATIONS, REGISTRATION FEE, INTERNATIONAL PARTICIPANTS

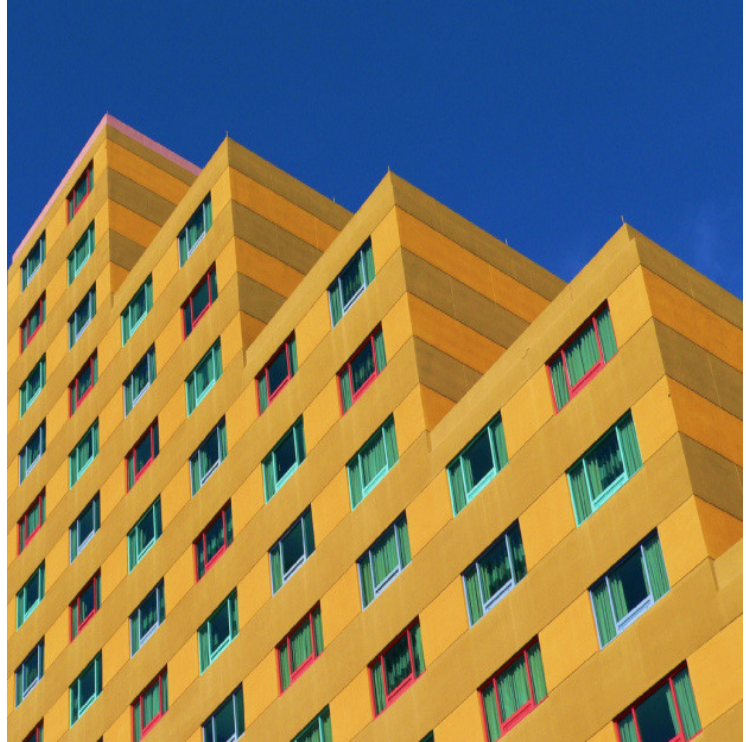
All workshops and conference activities will take place within our host hotel, the exclusive;

Embassy Suites Hotel Atlanta-Buckhead

3285 Peachtree Road, NE
Atlanta, GA 30305, USA

The hotel is located just cab/shuttle/subway ride away from Hartsfield-Jackson International Airport. Relax in a spacious two-room suite with a separate living area. Enjoy the comfortable, home-like amenities in your suite, such as two 32-inch flat-screen HDTVs, video game consoles and a mini-refrigerator. Accessible rooms are available.

Be sure to request our special negotiated rate is \$149 per night of the program, plus applicable taxes and local fees.



How to reserve your room: Participants are responsible for making own accommodation arrangement. Please make your reservations now.

- **Online:** Online reservations link available on the events page at www.joyfields.org. If you can simply copy over the following url onto your browser;
<http://www.embassysuites.hilton.com/en/es/groups/personalized/A/ATLLXES-JOY-20160808/index.jhtml>
- **Telephone:** Please call the hotel directly at 1-305-261-3800. Mention JOYFIELDS INSTITUTE to take advantage of the negotiated rate by July 18th.

The registration fee covers;

- All training sessions
- Comprehensive Program Manual
- Earn CE training hours allocated for this particular program
- Breakfast daily and refreshment breaks
- 6-Month Membership in Joyfields Institute's EBP Society including
 - Joyfields Institute updates, articles, news and trends publication
 - Access to free eLearning, training/education webinars presented by experts and practitioners, and
 - 10% member discount to Joyfields Institute sponsored programs

REGISTRATION TUITION:	Individual	2-3 Individuals	4 or more
	\$995 ea.	\$895 ea.	\$795 ea.

Registration Form – Joyfields Institute / EBP Society

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

Event Name: _____ Event Dates: _____

Authorizing Manager

Full Name: _____ Title: _____

Company: _____

Address: _____

City: _____ State: _____ IPC/Zip: _____

Email: _____ Phone: _____

Attendee #1

Full Name: _____ Title: _____

Email: _____ Phone: _____

Attendee #2

Full Name: _____ Title: _____

Email: _____ Phone: _____

Attendee #3

Full Name: _____ Title: _____

Email: _____ Phone: _____

Attendee #4

Full Name: _____ Title: _____

Email: _____ Phone: _____

** Please make copy to add names*

Registration Fees (circle one):	Individual	2-3 Individuals	4 or more
	\$995 ea.	\$895 ea.	\$795 ea.

Sign me up for my membership. (circle one) Take 10% OFF any event now plus members benefits.

Individual Plan \$495
Corporate Plan (Up to 5 Individuals Plus LMS).....\$1595
Enterprise Plan (Up to 10 Individuals + LMS + EvalMeasures Software)... \$2995

Payment Method (circle one): Credit Card / Wire / Check / Bill Me / PO # _____

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

Name on Card: _____

Card Number: _____ Expiration Date: _____

Make checks payable to Joyfields Inc. drawn on US bank in US Dollars and Mail To:
Joyfields Institute | 5805 State Bridge Road, Suite G255 | Johns Creek, GA 30097
Phone: +1(770) 409-8780 | Fax: +1(678) 605-0271 | support@joyfields.org.