



STRATEGY & TACTICS FOR BECOMING AN EVIDENCE- BASED ORGANIZATION (EBO)

SUMMER '18

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JOYFIELDS'
SOCIETY FOR
EVIDENCE-BASED
PROFESSIONALS

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770-409-8780

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info@joyfields.org

PROVEN RESULTS TESTED APPROACH

If you wondered what it takes to be an organization clients seek out, funders want to fund, and stakeholders rave about, wonder no more!

Well intended evidence-based efforts fail because organizations within which they operate are not themselves evidence-based and as such “unfit” to sustain gains made. But that can be fixed using resources you already have! Start within before going outside. You will know then what to do with additional resources when you get it - and you will!

Join us this August in Atlanta and work with our team. You will learn how to WIN BIGGER, ACHIEVE uncommon SUCCESS, and SUSTAIN work you do.

WHAT IS ALL THE HYPE ABOUT?

DON'T TAKE OUR WORD FOR IT. HEAR FROM OTHERS WHO BECAME EVIDENCE-BASED

“It has helped us with successful grant writing, building a donor base for fund development, and in recruiting and hiring qualified staff.”

“It has benefited our organization by “clearly” signaling to those we work with what our values are and what is required if you collaborate with us.”

“It has also raised our standing with our Board of Supervisors and Law Enforcement partners.”

“It is exciting to hear our staff now talk about success stories with their clients, interest in new training opportunities, and future programs and services related to emerging research and best practices.”

“I would simply like to express my sincere appreciation to Joyfields Institute. With their help, we have raised the level of service to those we supervise by providing better rehabilitative opportunities, increasing public safety, and accountability to victims.”

“it has allowed our department to set a standard in our county for policy development and program procurement.”

“We have seen successful outcomes for our clients and their families”

“The expectation of all those we work with is that EBP must be a part of our collaboration”

“I would say that helping to change the “culture” in our county about service delivery has been our most successful accomplishment.”

SEATS WILL GO FAST...

RESERVE YOUR SLOTS EARLY & SAVE!

EARLY REGISTRATION PAYS BIG - UP TO 25% OFF! ENDS SOON

TEAMS, CLAIM YOUR HUGE SAVINGS! \$100-\$200 OFF PER TEAM MEMBER ATTENDING

MEMBERS GET SPECIAL MEMBERS-ONLY 15% OFF (Active paid membership required. Must be logged in during registration)

ALUMS, SAVE ADDITIONAL 10% OFF (cannot combine with membership discount. Please print and fax registration form to claim this offer, or call 770-409-8780)

STRATEGY & TACTICS FOR BECOMING AN EVIDENCE-BASED ORGANIZATION

Evidence-based policies, programs, and practices have become required aspects of organizations striving for effectiveness and sustainability. Overall, Evidence-Based Organizations (EBO's) consistently demonstrate the ability to achieve desired outcomes through effective problem-solving and informed decision-making.

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.

PROGRAM DETAILS

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

DAY-1 (8:30 AM - 5:00 PM)

I. Making the case for evidence-based reform and the framework for becoming an evidence-based organization

- a. Increasing accountability
- b. Declining resources, increasing cost
- c. Steady or rising number of health, human and justice services recipients
- d. Increasing offender populations; ongoing recidivism
- e. Expanding technology
- f. 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

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?

DAY-2 (8:30 AM - 5:00 PM)

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

New Keynote Unit - Financial considerations for organizations or programs to thrive.

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

(See Day-3 on next page)

* It is desirable that 4 to 5 workshop participants attend from each agency, with at least one laptop computer available for group use. Attending alone? No problem, others also attend by themselves. Attendees typically connect on their own, or we team participants up as needed for collaborative activities.

ORGANIZATION, MANAGEMENT & OPERATIONS LEADERSHIP

DAY-3 (8:30 AM - 5:00 PM)

ADVANCE SKILLS FOR STRATEGIC PLANNING & IMPLEMENTATION

VII Advance Skills for Strategic Planning & Implementation

Part-1: Today's sessions mix presentations, panel discussions and Q/A's featuring previous participants, practitioners and leadership at existing Evidence-Based Organizations who discuss their experiences as evidence-based organizations, lessons learned, what to avoid, and their "hacks" to success informed through lessons learned..

Special Guest: John Keene, Chief Probation Officer, San Mateo County Probation, a Certified Evidence-Based Organization (CEBO) who's leadership team participated in the training in 2014, and then proceeded to becoming certified. The chief and his organization implemented lessons learned to create a practicing evidence-based organization and staff of evidence-based professionals.

Part-2: Having learned the framework for becoming evidence-based as an organization, (EBO), and had interview discussion with practicing EBO's we will plan for implementation. You will be guided through the development of your agency-specific strategy and action plans for becoming an EBO, tools you will need, and resources for assessing where you are and what to do next.

Participants and their teams will collaborate as teams and be guided to produce strategic and action plans that will focus on the five major components of EBO development. They will use workshop time to develop their agency-specific strategic and action plans. Participants will also be in a position to 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;

A plan for infusing financial, budgetary and economic considerations relevant for sustaining programs

An EBO vision and mission

Organizational goals and objectives, centered on the 5 key aspects of EBO development

Strategic and action plans for 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

* Participants required to have taken the Core Skills in Organization & Operations Leadership course

PROGRAM AGENDA-AT-A-GLANCE - DAILY SCHEDULE

7:00AM	REGISTRATION(DAY-1), CONTINENTAL BREAKFAST, NETWORKING
8:30	WORKSHOP BEGINS
10:00 – 10:15	AM BREAK
10:15	WORKSHOP RESUMES
12:00-1:00 PM	LUNCH
1:00	WORKSHOP RESUMES
2:30 - 2:45	PM BREAK
2:45	WORKSHOP RESUMES
5:00	WORKSHOP DAY CONCLUDES DAILY (FINAL DAY CONCLUDES AT 3:00 PM)

OPTIONAL: Participants may apply continuing education training hours earned toward professional certification as an evidence-based professional (CEBP), and/or may satisfy agency certification requirements for becoming a Certified Evidence-Based Organization (CEBO)

SKILL LEVEL: Core & Advance Skills

CE TRAINING HOURS: 20

* It is desirable that 4 to 5 workshop participants attend from each agency, with at least one laptop computer available for group use.

Attending alone? No problem, others also attend by themselves. Attendees typically connect on their own, or we team participants up as needed for collaborative activities.

WHO SHOULD ATTEND

All management, leadership, coordinators of evidence-based initiatives, EB program managers, operations management teams, and other personnel responsible for quality and performance management.

CERTIFICATE & CONTINUING EDUCATION TRAINING HOURS

Pathways invites all attendees to get certified on site, for an additional fee. Please let us know if you're interested in the registration checkout.

The conference, through Joyfields Institute also provides CE credit for the following professionals.

Social Workers & Counselors, Certified Evidence-Based Professionals, Licensed Alcohol & Drug Counselors, Substance Abuse Counselors, Professional Counselors, California State Standards & Training for Corrections:

FACULTY

Sobem Nwoko, President, Joyfields Institute

Mr. Nwoko is Founder and President of Joyfields Institute for Professional Development serving the human and social services fields. The company is the world's leading training, staff development and programs evaluation company for evidence-based approaches. Evidence-based approaches have shown through research and documentation to produce their intended outcomes.

Prior to founding the company, Mr. Nwoko spent 20 years working at major corporations in various senior management roles, including Vice President of Marketing, Chief Technology Officer and Chief Operating Officer. He has managed customer sales and service operations and was responsible for over 350 employees. Mr. Nwoko has built Joyfields Institute into the go-to resource public and private agencies look to for evidence based training, education and capacity building. The company has served over 1000 public and private agencies in all 50 US states and 15 countries. The company's programs are delivered via on-site and online at its own as well as customer locations, and conferences and e-newsletters.



Recognizing a need for a cohesive community of organizations, practitioners and professionals who are engaged in the evidence based movement, Mr. Nwoko founded the EBP Society, the Society for Evidence Based Organizations and Practitioners. The organization is dedicated to help build capacity and enhance the careers of professionals in the field of behavioral and mental health by providing efficient access to evidence-based education and resources, promoting adoption of evidence-based and strength-centered approaches for working with customers and with one another, and facilitating professional certifications for agencies and their staff.

Mr. Nwoko is a graduate of University of Maryland where he studied Mass Communications. He did graduate work in Instructional Technology at Towson State University. He also serves as a coach for Dale Carnegie Training.



John Keene, Chief Probation Officer, San Mateo County Probation Dept.

Chief Keene was appointed Chief Probation Officer in June of 2013. Chief Keene brings more than 20 years of law enforcement experience to his role. Prior to his appointment he served as Deputy Chief Probation Officer in Alameda County.

Chief Keene earned his Juris Doctorate from Southern University Law Center. He earned his Bachelor of Science in Political Science from Southern University in Baton Rouge, Louisiana.

Chief Keene is committed to Public Protection, Victim Restoration, and Offender Rehabilitation. He believes that the development, implementation and sustainability of Evidenced Based Programming is the future of Community Corrections.

FACULTY

David L. Myers, PhD, Professor & Director, Criminal Justice PhD Program, University of New Haven, & Author, “How to Become an Evidence-based Organization (EBO)”



Dr. David L. Myers, PhD, is a Professor and Director of the Criminal Justice PhD Program in the Henry C. Lee College of Criminal Justice and Forensic Sciences at the University of New Haven. He previously was a Professor with the Department of Criminology and Criminal Justice at Indiana University of Pennsylvania (IUP), where he worked from 1998-2016. 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 25 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. He has published three books (most recently *Becoming an Evidence-Based Organization: Demonstrating Leadership and Organizational Growth*, Joyfields Institute for Professional Development, 2013) and over 35 journal articles, book chapters, or other scholarly works. His scholarship has appeared in such journals as *Criminology and Public Policy*, *Crime & Delinquency*, *Youth Violence and Juvenile Justice*, and *Criminal Justice and Behavior*.

Dr. Myers has presented more than 60 papers at national and regional conferences and is currently the Editor of *EBP Quarterly*, an online journal published by Joyfields Institute and the Evidence-Based Professionals Society, as well as Editor of *Routledge Studies in Juvenile*

Justice and Delinquency. He previously served for 11 years as Editor of *Criminal Justice Policy Review* (a peer-reviewed journal published by Sage Publications) and is a member of the Editorial Board of *Youth Violence and Juvenile Justice*. He has received a number of grants and contracts to support his research, including funding from the Pennsylvania Commission on Crime and Delinquency and the Bureau of Justice Assistance.

Dr. Myers previously 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 Hearts Little Hands.

Tom Clements, Serial Entrepreneur and Adviser to Nonprofit & Forprofit Organizations, Author, “How to Run A Nonprofit: The ‘Go To’ Guide for All Nonprofit Manager”

Tom Clements is a serial entrepreneur having been successful in both the for profit and nonprofit worlds. Besides selling his company for \$70,000,000, he has helped a company go public, started two nonprofits, one of which was Catholic College and the other creating a residential Catholic High School in Ghana, Africa. There are now 700 students living and going to high school in a remote area who would not have been able to go to school without this effort.

Tom has worked with numerous other nonprofits to help them raise millions and be more effective in their operations. In doing so he used traditional as well as non traditional approaches very successfully.

Tom is a sought after presenter with laser-sharp insights and personal experiences he shares to help leaders and managers enhance their clients' outcomes, grow their organization exponentially and thrive using resources they have.

He is currently assisting others in starting nonprofits or making changes for the enterprise to thrive. Tom lives in the Atlanta, GA area with his wife Juliana..



ACCOMMODATIONS, REGISTRATION FEE, INTERNATIONAL PARTICIPANTS

All training activities will take place on the premises of our host hotel located at the fabulous;

DoubleTree by Hilton Atlanta-Buckhead

3342 Peachtree Road, NE
 Atlanta, GA 30326
 Tel: 404-231-1234

Located in Atlanta’s upscale Buckhead township community, this landmark complex features a one-acre pedestrian park, offices, restaurants, retail and high-rise residential towers. The DoubleTree by Hilton Hotel Atlanta - Buckhead is the community’s first hotel to practice green and sustainable initiatives. Stroll through the landscaped park with fountains, statues and benches. Take the complimentary shuttle to locations within 3 miles of the hotel. Walk a few blocks to find shopping at Lenox Square and Phipps Plaza, Atlanta’s premier malls.

We have negotiated a Group Room Rate of \$139 per night plus taxes and fees. This room block expires July 15th, or when our room block is used up.



How to reserve your room: Participants are responsible for making own accommodation arrangement. Please make your reservations by contacting the hotel directly.

- **Telephone:** Please Call the hotel directly at (866)-912-2053. You must mention the Group Code “Joyfields” to take advantage of the negotiated rate.
- **Online:** Use the following online reservations link. Copy the entire link url over onto your browser;
<http://group.doubletree.com/JoyfieldsInstituteMeeting>

If you need immediate assistance, please contact our office at +1(770)409-8780 or, send email with details to yvette@joyfields.org.

Non-Member Rate	
• Individual Price	\$995.00
• Discount Group/Team Rates	
Number registrants	Rate/Person (\$)
2-3	\$895.00
4+	\$795.00

Member Rate	
• Individual Price	\$845.00
• Group/Team Rates	
Number registrants	Rate/Person (\$)
2-3	\$761.00
4+	\$645.00

Joyfields Institute for Professional Development / EBP Society Registration Form

Workshop Name: _____ 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: _____

REGISTRATION FEE CALCULATION

Single attendee: \$ _____ X 1 \$ _____

Team of 2 - 3 \$ _____ X _____ \$ _____

Team of 4 or more \$ _____ X _____ \$ _____

SUBTOTAL \$ _____

ADD MEMBERSHIP (circle one)

Individual Plan - \$100 | Team Plan - \$700 | Enterprise Plan - \$1600 \$ _____

Existing Member, subtract 10% (-) \$ _____

PAY GRAND TOTAL \$ _____

PAYMENT METHODS (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: _____

Mail Checks Payable To Joyfields Inc To: 5805 State Bridge Road, Suite G255 | Johns Creek, GA 30097

Fax Completed Form to +1(678) 605-0271

Scan Email to info@joyfields.org.

For more information call: 770-409-8780