

INFORMATION ABOUT THE WORKSHOP

Enhancing Organizational Capacity to Serve People with Challenging Reputations, Significant Behavioral Challenges, or Forensic Backgrounds
Hosted by The National Leadership Consortium and Benchmark Human Services.

Why the Workshop? Even the best provider agencies often struggle to provide quality lives to people with significantly challenging behaviors or challenging reputations. This workshop will allow your agency to expand the range of people you can successfully support. The training is for professionals at all levels within organizations to enhance their competence and confidence to better serve people with challenging reputations, potentially dangerous behaviors, and/or forensic backgrounds. This hands-on, practical training series will benefit administrators, program directors and people responsible for developing or implementing behavior programs. The training is also geared to assist state agency staff and staff of other funding or oversight agencies who would like to see more providers in their state develop their capacity to serve people with intensive behavioral support needs.

Who is the Workshop For? This online training program is designed to assist **provider agencies** in developing the **SKILLS, COMPETENCIES, and CONFIDENCE** to serve people who have challenging reputations, potentially dangerous behaviors, and/or forensic backgrounds. People at all levels within an organization can influence change. This training will benefit administrators, program directors, and people responsible for either developing or implementing behavior programs. The training will also be valuable to **state agency staff or staff of other funding or oversight agencies** who would like to see more providers in their state develop their **SKILLS and WILLINGNESS** to serve people with intensive behavioral support needs. Successfully serving people who have challenging reputations, potentially dangerous behaviors, or who come from forensic backgrounds, both offers those individuals better lives characterized by more choice and control and reduces costs over more institutional settings.



How Do I Register for the Workshop? To register for this online Workshop, click [here](#). Space is limited, so register soon! Registration will close on May 24th. Organizations can register teams of up to five leaders. Individual attendees are \$650. There is a discount per team member added. Additional follow-up support (individual or organizational) may be available by Benchmark Human Services on a case-by-case basis for an additional fee. More information will be shared at the Workshop.

Number of Team Members	Price Per Team
1	\$650
2 (10% Discount)	\$1,170
3 (15% Discount)	\$1,657.50
4 (20% Discount)	\$2,080
5 (25% Discount)	\$2,437.50

What Happens at the Workshop? The Workshop will be offered virtually on Zoom, and will have four sessions over four weeks. An overview of what will be done in each session:

What is Required of Organizational Leadership? ... Building Organizational Competence to Support People with Challenging Reputations and/or Forensic Backgrounds

SESSION 1: June 6th

In Week One, led by Doug Beebe, President/CEO, David Ross, COO, and Chris Diehl, Vice President, of Benchmark Human Services, participants delve deep into the leadership principles and foundational pillars of effective supports for people with intensive behavioral needs. Through an in-depth exploration of critical mission, structure, and treatment philosophies, attendees gain crucial insights into aligning organizational values with the complex needs of the populations they serve. Participants from state, funding or oversight agencies will identify the components provider agencies need to successfully serve more challenging individuals. The session doesn't stop at theory; it confronts the practical challenges to assure adequate funding and it addresses the staffing of intensive support programs head-on, offering participants the opportunity to engage in meaningful discussions and strategize practical solutions. By the end of Week One, participants emerge equipped with a comprehensive understanding of the organizational commitment and potential changes that will be required to navigate the intricate landscape of supports for people who have challenging reputations, potentially dangerous behaviors, and/or forensic backgrounds.



Crafting a New Narrative: How to Effectively Support People with Challenging Reputations, Potentially Dangerous Behaviors, and/or Forensic Backgrounds

SESSION 2: June 13th



How do organizations shift from serving their current populations to being confident and competent to include people with more intensive behavioral needs? What can state and other oversight/funding agencies do to support this shift in populations served? Week Two, led by Anne Titus, Vice President of Benchmark Human Services, dives deep into the practical application of the principles needed to assure safety and provide quality lives for people with potentially dangerous behaviors. From philosophy to crisis intervention techniques, attendees explore a holistic approach to nurturing supportive services and environments. Through interactive discussions and multiple real-life case studies of serving people with intensive support needs, participants gain valuable insights into the transformative power of trauma-informed approaches and true person-centered supports. Additionally, this session features a Direct Support Professional Panel, offering frontline perspectives on the challenges and opportunities serving individuals with complex needs. This session isn't just about theory; it's about empowering participants to enact meaningful change and fostering environments that prioritize dignity and respect for both the people served and the staff who support them.

Crafting Effective Plans: Navigating the Complexities of Individual Assessments and Program Planning

SESSION 3: June 20th

Week Three, led by Charles Burd, BCBA, and Dr. Andrew Beyrer, BCBAD, equips participants with the tools and strategies needed to navigate the complexities of individual assessments and treatment planning. Through an exploration of functional behavioral analysis and alignment with HCBS standards, attendees gain crucial insights into what is required to craft effective support plans tailored to individual needs. Real-world case studies and group discussions offer participants the opportunity to apply theoretical knowledge to practical scenarios, explore solutions to their organizations' challenges, and hone their skills to overcome implementation challenges and maximize outcomes.



Turning Knowledge into Action: Cultivating Organizational Transformation

SESSION 4: June 27th



Week Four marks the culmination of the intensive training series, led by Doug Beebe, President/CEO of Benchmark Human Services, and John Lovett, National Director of Clinical Development. This pivotal session empowers participants to translate theoretical knowledge into actionable strategies for organizational transformation. By exploring strategies for securing buy-in, navigating financial feasibility, and fostering a culture of support, participants gain the tools and insights needed to bridge the gap between theory and practice. Real-world perspectives from frontline staff and first-line managers offer invaluable insights into overcoming implementation challenges and maximizing support outcomes, ensuring that participants leave equipped to enact meaningful change within their organizations.

What Will You Get Out of the Workshop? Attendees will leave each session of the Intensive Supports Workshop with detailed and specific information, actionable ideas and strategies to implement in their organizations and systems. Details about the expected outcomes of each session:

What is Required of Organizational Leadership? ... Building Organizational Competence to Support People with Challenging Reputations and/or Forensic Backgrounds

1. Gain a nuanced understanding of the structures and treatment philosophies that have allowed Benchmark to serve people with intense behavioral needs and forensic backgrounds. Understand the internal organizational structures that are crucial for aligning organizational values with the needs of complex populations.
2. Discuss budget and staffing models that may be required to serve people with intensive support needs and ways to make these models work within organizational policies and practices.
3. Explore areas of increased cost, funding challenges and diverse payment models inherent to supporting people with intense behavioral needs. Understand creative and effective ways to work with states and with Medicaid to empower organizations to navigate financial complexities effectively. Learn tools to assure adequate funding for increased needs for staffing, for smaller settings, and for technology and physical improvements to homes/apartments.
4. Identify staffing challenges and strategize solutions, laying the groundwork for building resilient support systems within organizations.

Crafting a New Narrative: How to Effectively Support People with Challenging Reputations, Potentially Dangerous Behaviors, and/or Forensic Backgrounds

1. Understand ways that organizational values underpin the delivery of quality services. Assuring quality lives, choice and control is essential to success in serving this population.
2. Gain an understanding of principles needed to confidently and successfully serve people with more intense behavioral needs, including crisis intervention techniques and fostering environments that are conducive to growth and support.
3. Evaluate the potential impact of trauma-informed approaches and person-centered planning on service outcomes, enhancing support service quality.
4. Explore changes that may be needed in staff selection, training and on-going staff support.
5. Develop actionable strategies for implementing the skills learned and fostering environments that prioritize dignity and respect for individuals with complex needs, informed by insights from the Direct Support Professional Panel.

Crafting Effective Plans: Navigating the Complexities of Individual Assessments and Program Planning

1. Know the hallmarks of quality functional behavioral analysis and individual assessments essential for crafting effective support plans tailored to individual needs.

2. Gain insights into aligning support plans with HCBS standards and counseling services, ensuring compliance and quality of care.
3. Participate in group discussions to address implementation challenges and strategize solutions, enhancing support service quality and outcomes.

Turning Knowledge into Action: Cultivating Organizational Transformation

1. Develop actionable plans for implementing transformative changes within their organizations, integrating knowledge gained throughout the training series.
2. Understand strategies for securing buy-in and navigating financial feasibility, ensuring successful implementation of support programs.
3. Gain insights from frontline staff on overcoming implementation challenges and maximizing support outcomes, fostering a culture of continuous improvement within their organizations.

Ready To Register? [Click Here](#)

Or copy https://natleadership.qualtrics.com/jfe/form/SV_3rCsm4nq4PUGGF0 into a browser

Interested and Want to Know More?

To find out more about the Workshop, email Kristen Loomis Greenidge, kloomis@natleadership.org