

Pre-Forum Workshop Montreal 2016: Richard Rutschman & Peg Dublin

1. Title of workshop: **Experiential Activities & Open Space Technology, Integrating Fun & Capturing MINTies Expertise with OST to Improve Trainings**

2. Presenters: Richard Rutschman and Peg Dublin

3. Description of workshop:

During the first half of this workshop the presenters will share activity-based experiential learning that can be integrated into MI workshops to make them engaging, fun and impactful or as a way to blend community-building into working with groups. Participants will be involved in interactive initiatives to enhance their training of MI mindsets/skillsets.

The second half of the workshop will build on the sharing of expertise and the collective thinking process by incorporating Open Space Technology (OST) to address the challenge of making workshops worthwhile and impactful even to those who are there because they have been mandated to be there or think that they are already doing MI. This OST format will focus on the theme of dealing with challenges faced by MI trainers in helping participants become proficient practitioners.

The process will allow MINTies to teach and learn from each other, to harness the shared multi-dimensional expertise present in the room in dealing with the most pressing issues that small groups want to tackle, (roaming/rotation process).

4. Learning outcomes: Experiential activities for teaching MI and creating a safe space; approaches and concepts to address some of the most pressing issues faced by the MINTies in their trainings.

5. Duration: Full day

6. Bios:

Richard Rutschman, EdD focused his doctoral work in Adult Education on experiential learning. His teaching career spans secondary through graduate level. He has worked as a school principal, not-for-profit director and for over two decades has been at Northeastern Illinois University in Chicago, where he leads trainings in MI, experiential education, brain-based learning and administrators school improvement programs, including the integration of MI.

Peg Dublin, BSN, MPH has worked in community and public health promotion for over 30 years in Chicago. Peg has developed and led innovative programs focused on meeting the health and wellness needs of underserved communities, including the integration of MI. She is a Consultant on staff with the Centering Healthcare Institute, the organization, which has developed the Centering group health care model.

What a Long Strange Trip its Been: The Business of MI; Ethics shifting paradigms as an MI Centered Entrepreneur

Half Day Session 20-35 participants

Goals/Objectives of Workshop:

- Participants will develop understanding of critical factors in developing their own training and consulting business Including visioning, marketing and ethics
- Participants will understand the #1 critical factor you must know before designing your business card or planning your website
- Participants will explore how to utilize MI principals and spirit (not for evil but for good) when developing your business plan
- Participants will discuss pricing, proposals and how to calculate contract for MI training, coaching and consultation: Giving it away versus selling it-Finding the Middle Way in business dealings
- Participants will explore and discuss social media platforms: Tweeting, FB boosts and other social media dilemmas.

Description of workshop:

Participants will explore challenges and questions in creating an MI adherent business plan and also discuss ethical conundrums that come with an MI informed business model. Annie Fahy and Susan Dopart will share experiences in every aspect of their business development

Sample Schedule

- How shall we begin
- Small group business plan and visioning
- Ethics and troubleshooting
- MI adherent business: Mentorship, competition & the open platform of MI & MINT-
- Individual goals and questions and wrap up

Annie Fahy RN and LCSW has been a MINT trainer since 2004. She currently owns and operates Annie Fahy Consulting based in Asheville, NC. Annie uses her clinical knowledge as a nurse and a social worker to translate Motivational Interviewing into sustainable organizational change. She offers mentoring to MINT members and others in helping professions interested in starting their own training and private practice. She is recognized as a dynamic national trainer, expert and presenter in Motivational Interviewing, Harm Reduction and Reducing Compassion Fatigue and creating organizational change using evidenced based and common-sense practice. She has recently authored a chapter in The Praeger Handbook of Community Health; We Are All Addictions Counselors Now, (2013) and a feature article for The Journal of Social Work "The Unbearable Fatigue of Compassion: Notes from a Substance Abuse Counselor Who Dreams of Working at Starbuck's." (2007). She is a prizewinning poet and has a book of poetry due out from AWA press in 2016. She is currently writing about aging, mental health and substance use for another Praeger Community Health publication due in 2017.

Susan B. Dopart, M.S., R.D., C.D.E., is a nutrition and fitness expert who has been in private practice for more than 19 years in Santa Monica Ca. As a trusted partner who works closely with clients and their physicians, she specializes in medical nutrition-related issues, including diabetes and endocrinology, heart disease, weight management, cancer, pregnancy, infertility, PCOS, and exercise nutrition. Susan works with children, adolescents and adults.

Susan has consulted for UCLA Medical Center, UCLA Extension, the Beverly Hills Country Club, Sebastian International, and Procter & Gamble. She has written and contributed to multiple publications, including The Huffington Post, SELF Magazine, UCLA Medicine, Sports and Cardiovascular Nutritionists SCAN publication, Best Life, Men's Health, Message Magazine, Diabetes Forecast and Diabetes Health.

As a member of the International Motivational Interviewing Network of Trainers, Susan advocates a client-directed counseling style for eliciting behavior change. This approach helps clients explore and resolve ambivalence.

Susan is a member of the American Dietetic Association and participates in subgroups of the ADA for Sports and Cardiovascular Nutritionists, Nutrition in Complementary Care, and Diabetes Care and Education. She is also a member of the American College of Sports Medicine and the American Diabetes Association. Susan is also a Certified Diabetes Educator.

Susan received her B.S. in Nutrition and Clinical Dietetics from UC Berkeley and her M.S. in Exercise Physiology and Sports Medicine from California State University, Hayward. She is certified as an Exercise Test Technologist from the American College of Sports Medicine.

How to Train/Facilitate an "Advancing the Practice" Workshop Using Creative & Dynamic exercises (My Favorite Ones)

Workshop presenter: Stephen R. Andrew LCSW, LADC, CCS, CGP

Brief description of workshop - including the learning outcomes for participants:

One of the great appeals of facilitating a Motivational Interviewing training/learning is its engaging and dynamic nature, like the MI conversation itself. It is not showing slides or just dialoguing. This is active dynamic presentation that creates cohesiveness among the participants allowing the greatest learning utilizing a variety of exercises, readings, music, stories, working in pairs and in small groups.

Many practitioners already have a good grounding in basic spirit and skills and need help in getting past roadblocks that hold them back from fully embracing and utilizing Motivational Interviewing. During this workshop, participants will play with a series different exercises that I have found especially useful and effective in communicating the style and spirit as well as helping deepen practitioners technical skills in the use of Motivational Interviewing. We will try out each of the exercises as a group, and then take a step back and discuss how we imagine they may work with our participants, what insights the exercises provide (let's debrief together), and how the work deepens understanding of the MI practice.

Learning Outcomes:

- Exercises and other teaching methods to increase the use of eight tasks of learning Motivational
- Interviewing: we will actively engage in exercises and discuss their validity in an advancing the practice workshop.
- Showing how to build a cohesive community between the participants in your training and incorporate exercises and techniques.
- How to debrief well, using the questions as a way to build the workshop. This builds on the principle: elicit vs. impart.
- How to use tools to create more fun and more engagement than simply dyadic training. The less you talk the better the participants do.
- How to respond to mistakes and get the workshop back on track.

"People are generally better persuaded by the reasons which they have themselves discovered than by those which have come into the mind of others." ~ Blaise Pascal

Duration of workshop: One full day

Bio: Stephen R. Andrew LCSW, LADC, CCS, CGP

Stephen has been a member of the international Motivational Interviewing network of Trainers (MINT) since 2003. He is a MIA STEP trainer for ATTC New England since 2007, he presents over 150 days each year on Motivational Interviewing: Basics & Advancing the Practice, Principles of Supervision Using MI, The Power of Groups Using MI, and Teaching MI in universities and nonprofits. Stephen has presented in 15 different countries for criminal justice, social service providers, healthcare professionals, alcohol and other drug counselors, and for people in the recovery learning community.

He is the chief energizing officer for Health Education & Training Institute in Portland, Maine USA which includes a MITI Coding, simulated patients/clients laboratory.

Recent participant in his advancing the practice workshop:

"Your passion for Motivational Interviewing definitely makes this training better.. really loved the first activity."

1. Titre : Méditation de pleine conscience et Entretien Motivationnel. L'apport d'une spiritualité laïque.

2. animateurs : Rachel Green & Bruno Leroy

3. Description de l'Atelier :

Explorer les liens entre l'esprit de l'entretien motivationnel et la méditation de pleine conscience, par le biais d'exercices et d'échanges portant sur l'expérience des participants. La journée sera ponctuée de mises en pratique de la méditation de pleine conscience.

Seront abordés entre autres thèmes :

- Pilote automatique et réflexe correcteur
- Pleine conscience de l'instant présent, acceptation et approfondissement de l'empathie
- Prendre soin de soi et des autres, cultiver la bienveillance

4. Résultats attendus :

L'esprit de la méditation de pleine conscience n'est pas d'être dans l'attente de résultat.

Il s'agira d'induire en nous un questionnement sur une manière d'enrichir notre pratique de l'esprit de l'entretien motivationnel.

5. Durée : Une journée

6. Brève biographie :

- Rachel GREEN, Ph. D., est psychologue, psychothérapeute et formatrice en pratique privée. Elle est membre du Motivational Interviewing Network of Trainers (MINT) depuis 2008 et de l'AFDEM depuis 2010. Elle se spécialise dans l'enseignement de l'entretien motivationnel. Enfin, la Dre Green est reconnue tant pour sa rigueur comme formatrice que pour sa capacité de mêler humour et illustrations concrètes dans ses enseignements.

- Bruno LEROY est médecin addictologue dans un centre de soin dans l'est de la France. Il est formateur en EM et membre du MINT depuis 2007, membre de l'AFDEM et de son conseil d'administration depuis 2005. Il exerce principalement une activité clinique en addictologie. Il anime des groupes d'entretien motivationnel pour des personnes envoyées en soin par la justice. Il guide des groupes de prévention de la rechute par la méditation de pleine conscience (MBRP). Il a par ailleurs une activité régulière de formateur et de superviseur en entretien motivationnel.

1. Title of workshop: Implementing MI – The Foundation For a Learning Culture

2. **Description of workshop** - The implementation of a new program or practice, such as Motivational Interviewing (MI), into an organization requires a number of components to ensure sustainability, incorporation of the skills into the work, fidelity, and outcomes. The early stages of an implementation entail several activities such as, creating or activating a team of staff that have the sole purpose in planning and coordinating the implementation efforts (Implementation Teams), incorporating the use of data driven decision making, developing leadership, and fostering a learning culture. This workshop will allow participants to be an active part of their learning in how best to incorporate these elements into their work and/or organization.

In this workshop, participants will work through real and mock activities to help them better understand key implementation concepts and get them started with tangible work products that they can take with them to begin creating their own implementation frameworks. Participants will also engage in developing an effective foundation for learning and practice of MI. Practice, feedback, and informal/formal coaching is a critical component in building skills such as MI. Communities of Practice (CoP) learning groups are an effective way to help individuals practice and build skills. Participants will learn about the purpose and possible structure for CoP learning groups and will form CoP groups in the workshop to share MI practice exercises and learning activities from their own work. They will engage in an actual CoP to practice MI skills and strategy in a safe and collaborative environment while also learning by doing around how to structure and manage their own practice groups.

Learning Objectives:

- Know how to form an effective Implementation Team
- Understand the importance of effective staff selection for high fidelity use of innovations
- Recognize the role leadership needs to play to make an implementation successful
- Able to identify ways to utilize data to drive successful implementation
- Develop an effective Community of Practice (CoP) learning group
- Walk away with tools and resources to assist in implementation
- Community MI exercise and learning activity share

3. Duration of workshop: 1-day

4. Workshop presenters:

- a. **Ty Crocker** – EBP Implementation Specialist – Colorado Department of Public Safety (CDPS), Division of Criminal Justice (DCJ), Evidence-Based Practices Implementation for Capacity (EPIC)
 - i. Ty Crocker has a Masters Degree in Criminal Justice and a background in corrections and community supervision. He has experiences as a correctional officer for the Colorado Department of Corrections and as a supervisor for a county pretrial-release services program. Ty currently works as an EBP Implementation Specialist for the Evidence-Based Practices Implementation for Capacity (EPIC) Unit in the Colorado Department of Public Safety's Division of Criminal Justice. His primary work focuses on the use of Implementation Science to help create the capacity and infrastructure for agencies to implement evidence-based practices to scale and with fidelity. Ty has been a member of the MINT since 2012, and he currently coaches and trains criminal justice professionals across the State of Colorado in Motivational Interviewing (MI) in an effort to help them build those skills and use them to fidelity with their clientele.
- b. **Chad Dilworth** – Juvenile Services Administrator – Boulder County Community Justice Services
 - i. Chad Dilworth received a Master's degree in Forensic Psychology from the University of Denver. He has worked in a variety of roles within the Criminal Justice field. His background includes working as a therapist, a Deputy Sheriff in Jefferson County, as well as Parole Officer for the Colorado Department of Corrections. He has also worked as an Implementation Specialist for the Colorado Department of Public Safety in the Division of Criminal Justice, working with a variety of criminal justice agencies to build their capacity to implement Evidence-Based Practices. Currently, he is the

Juvenile Services Administrator for Boulder County Community Justice Services, overseeing a variety of juvenile justice programs, including the management of the Boulder Juvenile Assessment Center. Chad coaches and trains Motivational Interviewing and has been a member MINT since 2012, as well as being an expert LSI (Level of Supervision Inventory) trainer.

c. **Cara Wagner** – EBP Implementation Specialist – Colorado Department of Public Safety (CDPS), Division of Criminal Justice (DCJ), Evidence-Based Practices Implementation for Capacity (EPIC)

- i. Cara Wagner is an EBP Implementation Specialist working for EPIC (Evidence-Based Practices Implementation for Capacity) since July 2010. Cara worked as a probation officer for 14 years supervising both Adult and Juvenile offenders prior to joining EPIC. Cara's experience on the EPIC project includes training and coaching criminal justice professionals across the state of Colorado in MI and implementation science. She has been studying effective implementation since the start of the project and is a member of the Colorado Implementation Collaborative (CIC). Cara has been a MINT member since 2014. Cara is a representative on four of the seventeen EPIC implementation teams across the state of Colorado.

Title - Using MI to work with difficult-to-manage emotions

Presenter - Brendan Murphy

Description of workshop

This workshop is designed to help participants to use the OARS skills within the Four Processes framework to address a range of difficult-to-manage emotions in a psychotherapeutic setting. By the end of the workshop the participants will have been exposed to a range of MI adherent interventions to respond to the emotions of guilt, shame, anger and sadness as they arise in conversations with clients.

The workshop will be a mix of presentation, discussion and experiential learning where participants will have the opportunity to either observe or take part in active learning exercises.

Learning outcomes

- Participants will learn the different interventions to use when clients are struggling with the commonly confused emotions of shame or guilt or times when they have both.
- Participants will learn emotion regulation skills to teach their clients manage shame, guilt, fear and sadness.
- Participants will learn how to use a version of the OARS skills to help clients break down the components of their emotion into manageable parts
- Participants will learn how discern which emotions are primary, secondary and tertiary.
- Participants will learn how to teach their clients how to validate their own emotions.
- Participants will learn how to use the Four Processes to work with the thoughts, urges and body sensations that accompany each of the emotions of guilt, shame, anger or sadness.

Duration of workshop One-day (6 hours) for up to 30 participants

Biography

Brendan is an accredited addiction counsellor, supervisor and trainer. He has worked for the past 25 years in drug and alcohol prevention, treatment and rehabilitation services in the Scotland and Ireland. With an initial qualification in addiction studies, he has undertaken post-graduate training in health promotion and psychotherapy and currently works as a therapist in the Mayo Dialectical Behaviour Therapy Treatment Programme. In addition to his clinical work in counselling and supervision, Brendan regularly provides a range of training courses in Motivational Interviewing, Solution Focused Brief Therapy, Relapse Prevention, Community Reinforcement Approach, SAOR Brief Interventions, Applied Suicide Intervention Skills Training and Clinical Supervision.

Motivational Interviewing Groups

Moving together toward change

About the workshop

MI was originally developed as an individual therapeutic approach, and adapting MI to group experiences requires us to rethink the core practices in order to harness the power of group support, cohesion and momentum. This one day training focuses on the process of adapting MI to groups. The workshop is highly experiential, leading participants through group practice exercises across the phases of MI groups. The training will provide growth opportunities for participants across all levels of experience in using MI in groups - by including participant, group facilitator and team coach roles.

Participants will learn the MI group model and experience MI groups from a group member perspective, using real-play that focuses on growth in their own lives and debriefing that allows for adaptation to their work settings.

Group facilitators will have the opportunity to practice MI group leadership skills and receive feedback from participants and coaches.

Team coaches will focus on setting up small group experiences, coaching and providing feedback. The roles are not necessarily fixed, allowing attendees to participate in multiple roles as desired.

The workshop aims to help participants:

- Understand how MI groups integrate *group processes*, a *client-centered orientation*, and *conversational shaping* to focus members on initiating and sustaining *positive change*
- Develop an appreciation for the *expanded nature of change talk* in a group environment
- Learn how MI groups *actively harness group energy for change* without devolving into sequential individual MI conversations with passive group witnesses
- Learn how group dynamics and MI strategies develop in *phases* in ongoing groups
- Experience and observe MI groups in action (**participant roles**)
- Develop MI group leadership skills (**group facilitator roles**)
- Develop small group coaching skills (**team coach roles**)

About the presenter

Chris Wagner, Ph.D., is a Licensed Clinical Psychologist and associate professor at Virginia Commonwealth University in the Departments of Rehabilitation Counseling, Psychology and Psychiatry. He has led psychotherapeutic, psychoeducational, and support groups focused on addictive behaviors, behavioral health, sexuality, HIV disease coping, schizophrenia, organ transplant, as well as general adult mental health. He has been a MINT member since 1998, serving MINT in various roles through the years, and co-authored with Karen Ingersoll the Guilford book "Motivational Interviewing in Groups." He is committed to creating safe, positive learning environments where participants can practice skills and receive helpful feedback.

Recent participant feedback about MI Groups workshops

- *I loved the hands-on and practice-oriented approach.*
- *The interactive, small-group-based format was effective and memorable.*
- *I had read the book and found that the workshop put the information into perspective.*
- *The best part was how we worked ourselves in a really structured way through the process.*
- *The exercises in the small group were very important and gave me lots of inspiration and ideas of how to work with groups in my clinic.*

Trainer: Staffan Hultgren



Workshop title : The process of Learning MI without doing anything at all - Let the process grow in the group"

Workshop Description

This workshop will focus on how to teach MI and work with groups as a trainer. The workshop intends to present learning tools for how to work with groups in a good spirit of MI and provide experience-sharing between colleagues through the use of "reflective teams". We will try different group exercises for learning MI and we will also take part of each other's experience of training. How to handle groupdynamics in training.

Sometimes the model of learning is more important than the message, what you teach, what we do and how we do it.

Using Pedagogic approaches and tools in teaching Motivational Interviewing. participants will focus on skills in learning models and how to work with groups through learning processes. Focusing will be on the methods and activities of teaching.

Duration of workshop:: Half a day

About the presenter Staffan became a member of MINT 2008 and participated as a workshop trainer in Sheffield 2011. Staffan is responsible for the MI course "Motivational Interviewing in Public Health" – 5 weeks or 7,5 credits at the Swedish School of Sports and Health Sciences since 2006. Further Staffan works as MI Trainer in communities and counties and as a coach for social workers and MI educators in Sweden. In 2013 Staffan published the book Time to conversation – what we really are talking about.

"Staffan is a wonderful modeller of the MI spirit. Everything he does is an example of how to use the MI spirit." (workshop participant, Sheffield 2011)

Title: What did you want to be when you grew up? Exploring applications of MI in career development and rehabilitation.

Trevor Manthey, Heather Lynch, Anya Sheftel, Linda Hedenblad, Alicia Wein

Description:

Life doesn't always go as planned, especially when it comes to our career choices. This is true for individuals with disabilities who are often part of systems that limit their occupational choice. This workshop explores the integration of MI practice in various settings such as special education classrooms, after school job clubs, and vocational rehabilitation offices. Presenters will engage the audience in a conversation about topics such as adapting MI for supported education/employment for people with co-occurring mental health needs, working with youth with varying abilities in school settings, and engaging people in return-to-work conversations after being injured. Additionally, presenters will facilitate a dialogue about ethical concerns regarding using MI in conversations with people with varying abilities and intellectual capacities, and their guardians and advocates. Finally, the presenters and the workshop participants will explore the future of MI in these settings.

Learning Objectives:

- 1 - Learn about the current state of MI in career development and rehabilitation
- 2 - Explore potential adaptations of MI in these settings
- 3 - Explore ethical concerns to be aware of when using MI in these settings

Duration ½ day

Trevor Manthey has been providing training and technical assistance on motivational interviewing in employment and career focused settings since 2008, including, supported employment, vocational rehabilitation, school districts, community mental health and university settings.

Anya Sheftel Poppen is a licensed psychologist in the State of Washington and the Alcohol and Other Drug Clinical Services coordinator at Washington State University Counseling and Psychological Services. In addition to using motivational interviewing with addictive behaviors, she designed and implemented career-focused interventions for young people with disabilities.

Heather Lynch has been helping individuals with disabilities achieve their employment goals since 1992 in both public and private settings. Heather has been using and training MI in the Oregon vocational rehabilitation system since 2009.

Linda Hedenblad, has been teaching continuing education courses to professional Vocational Rehabilitation Counselors for fifteen years, as a MINT member for three.

Alicia Wein-Senghas is currently the Training Coordinator for Voc Rehab Vermont and in that role has facilitated the integration of motivational interviewing as an approach and skill set throughout the organization.

Description of the workshop

In this interactive and hands-on workshop we will:

- Define what we (MINT members) mean when we use terminology like 'eLearning', 'online learning' and 'blended learning'
- Explore the different formats of using - mainly internet-based – technology to support learning MI
- Aim to come up with some 'best practice' criteria when using any of these internet-based technologies in learning MI
- Start to actually build an eLearning module together:

Subject: to be determined by participants. (Suggestions: - A brief intro to MI, – Reflective listening, - E-P-E in healthcare communications)

- Language: English. And at the same time keeping our options open for other language versions.
- Functionalities to be included:
 - PowerPoint presentations with voice-over
 - Video demonstrations/simulations
 - Text
 - Photo's/images/graphics
 - Questions for participants (multiple choice and open ended)
 - Webcam exercises (videotaped patient statements, on which participants can respond.
 - Responses are recorded for self-assessment and trainer-led feedback)
 - Trainer/coach feedback system (responding to participants' answers to questions and feedback on webcam exercises)

Learning outcomes

- Participants will jointly discuss & create an understanding of the various formats in which internet-based learning can be used to facilitate the learning of MI, and hopefully we will come up with some 'best practice' criteria.
- We will jointly design and actually start producing an eLearning module, which includes a number of interactive functionalities (see above).
- Depending on the quality of the output (an actual working eLearning module), participants and facilitator might propose to the BoD of MINT to make this module (and future extensions if possible) available to the entire MINT membership, and maybe even beyond...

Duration of the workshop

One day.

- The morning will be dedicated to 'set the stage' and discuss the various formats available, and to start making a plan (pre-production) for the design of the eLearning module.
- The afternoon will be entirely dedicated to produce an actual working eLearning module.
- If need be, final tweaking can be done after the workshop, since participants will all have access to the module and can add/change the content via the administrator of the module (= facilitator).

Facilitators

Rik Bes

Participants

Participants should be willing to:

- Bring their laptops, including any materials they are willing to share

- Actively contribute to the process in both morning session (discussion and pre-production) and afternoon session (actual production, in small teams/groups)
- Share the final result with MINT, as a joint effort of workshop participants & facilitators

Technical matters

As we will be actively and jointly be using the internet, all participants should be able to have a good quality (wifi) internet connection available for the duration of the workshop.

The facilitator (also administrator of the eLearning module to be built) should preferably have access to the internet via high speed wired connection.

Audio-visual equipment

Video camera (plus essentials) will be available through the facilitator