

IAEAPE CONFERENCE

October 24-26, 2011

Workshops

Detecting and Disrupting Insider and Outsider Perpetrated Violence (10/24/11)

Presented by: John Nicoletti, Ph.D., Nicoletti-Flater Assoc.

This workshop will focus on two main areas related to workplace violence. The first portion will discuss the signs, characteristics and progression in the development of an avenger. The second portion of the workshop will present techniques for disrupting the progression of an avenger to a violent attack. The session will also provide the participants the opportunity to analyze incidents through the use of tabletop exercises.

Objectives:

1. To provide techniques for detecting the behavioral patterns that indicate the development of a violent avenger
2. To provide countermeasures for disrupting the violence progression
3. To provide information on developing a functional Vortex and conducting a formal risk assessment

Energy and Performance: Learning from the Best (10/25/11)

Presented by: Carol Wozniak-Rebhuhn, M.A., LMFT, The University of Iowa

This presentation begins with an overview of the literature integrating multidisciplinary findings from the science of energy and performance. Drawing on the extensive work by the Energy Project and Tony Schwartz, organizations can learn how to stop evaluating performance by the number of hours employees can put in and instead measure it by the value they produce. By increasing energy, organizations can learn to increase their capacity to get more done. Systematically investing in people's capacity across four key dimensions is the key to fueling sustainable high performance and is the major focus of this presentation.

Objectives:

1. Understand the science of energy and performance
2. Understand the business case for increasing energy and performance in the workplace
3. Identify strategies for energy renewal
4. How to become stewards of organizational energy

Partnering with Like-Minded Supporters: A Description of the UMCP Conflict Resolvers Network and Similar Programs (10/25/11)

Presented by: Tom Ruggieri, LCSW-C, Joan Bellsey, LCSW-C, and Laura Scott, MSOD, University of Maryland

The University of Maryland's *Conflict Resolvers Network* is an informal group that meets monthly to provide mutual support; inform each other and high level administrators; and partner

to present a synergistic force on campus in a much stronger fashion than any one of our individual departments can offer. A review of the benefits and challenges of such a group will be provided with an emphasis on how other EAP's can begin to think about partnering on their own campuses. A summary of similar partnering examples from other campuses will also be provided.

Objectives:

1. Consideration of the value of partnering with other departments
2. Learn about one example in detail: UMD's Conflict Resolvers Network
3. Learn from a group discussion about how to overcome obstacles that might make partnering difficult

**Coming Home: Are You Prepared to Welcome Our Veterans Back to Work?
(10/25/11)**

Presented by: Kathleen Beauchesne, Ph.D., MBA, MSW, LCSW-C, Visiting Scholar, University of Pennsylvania, School of Social Policy and Practice

This presentation will summarize a paper completed that focuses on what employers and employee assistance programs in particular can do to welcome veterans of the Global War on Terror (GWOT) back to work. EAPs can play a critical role on college campuses, and that role also extends to the recruitment, engagement in productive work and retention of veterans with visible and invisible disabilities.

Objectives:

1. Provide an overview of the key issues facing veteran employees on campus
2. Outline 10 key steps campuses can take to welcome veteran employees back to campuses and ease the hiring, engagement and retention of our nation's next skilled workforce.
3. Provide useful steps campus faculty and staff assistance programs need to take to prepare for veterans returning home from Iraq, Afghanistan, Japan and Libya – or other areas where the United States is involved in the GWOT.

**Working Minds: A Comprehensive Community Approach to Suicide Prevention
(10/25/11)**

Presented by: Sally Spencer-Thomas, Psy.D., Executive Director, Carson J. Spencer Foundation.

Suicide is the leading cause of death in the U.S., and a proactive public health approach is needed to prevent this type of tragedy. In this workshop, participants will learn about how the suicide continuum impacts communities and how some groups may be more vulnerable than others. Identified best practices for employee assistance professionals are explored.

Objectives:

1. Acknowledge the impact of suicide and trends among certain populations
2. Articulate the public health approach to suicide prevention
3. Identify some best suicide prevention practices for EAPs

Ethics: A Framework for Conceptualizing Real-Life Scenarios (10/26/11)

Presented by: Mary Remón, M.S., LMHC, CEAP, Jackson Health System and Kathryn Kominars, PH.D., Florida International University

This interactive workshop will provide participants with an ethical decision-making model to use as a guide for dilemmas in EAP settings. Real-life scenarios will be presented and discussed, allowing participants to apply the proposed model and evaluate the utility of the approach in real life situations which pose complexities because of conflicting considerations. Participants will walk away with a matrix of principles to consider when facing ethical dilemmas in their daily work. The personal and professional challenges that employee assistance professionals face in educational institutions will also be addressed. This workshop will also fulfill the new 2-hour ethics training requirement for CEAP recertification.

Objectives:

1. Learn to apply a matrix of ethical principles that will comprise a framework for assessing an ethical dilemma
2. Learn to consider the dilemma from the triad of legal, ethical and clinical perspectives and intentionally select a course of action
3. Learn to identify specific types of dilemmas for which consultation is prudent
4. Learn to critique standard operating procedures in light of the ethical principles in order to proactively reduce the incidence of future ethical dilemmas

Are We Having Fun Yet? (10/26/11)

Presented by: Tom Tankersley, M.A., LPC, and Cynthia Rutherford, M.S., Virginia Polytechnic Institute and State University

Daily we experience mountains of information coming from innumerable sources; being pulled in varying directions by work/home/life; and the ever-popular, time-stealing “tyranny of the urgent” can often cause us to lose sight of what is important and valuable to us! Our investment and dedication to providing sound, professional services to our customers can become lost in a myriad of daily tasks and ritual, “Are We Having Fun Yet” helps to support IAEAPE professionals in clearing through mind clutter that can often stand in our way of behavior that is based in honest, truthful, and responsible transactions, partnerships and relationships with individuals.

Objectives:

1. Participants will have the opportunity to assess their work/life balance
2. Participants will explore and evaluate personal communication styles
3. Participants will evaluate and build on health and balance self-awareness