



A Program of Rainbow Days, Inc.

Workforce Development On-site Workshop Descriptions

Behavioral Health Service Delivery Workshops:

The Effects of Violence Exposure on Children (3 hours)

Regretfully, violence against children and youth is common in the U. S. More than 3 million referrals for child abuse and neglect are received by state and local agencies each year; that's approximately 6 referrals every minute. Every hour, more than 85 children and youth are treated in hospital emergency departments for injuries resulting from assault. Children and adolescents spend a large portion of their time in school, which gives school personnel (administrators, teachers, counselors, social workers, nurses, et. al.) and prevention professionals, significant opportunity to identify and intervene.

We Can Make A Difference: Children of Incarcerated Parents (1.5 hours)

There is no single story that describes what it is like for a child to have a parent who is incarcerated. There is an estimated 2.4 million children affected by the nearly 1.4 million parents incarcerated in prison and jail. According to recent evidence from the National Institute of Corrections (NIC), parental arrest and confinement add to the stress, trauma, stigmatization and separation problems of the children. As a result, they often exhibit a broad range of behavioral, emotional, health, and educational problems that are compounded by the pain of separations. This workshop will take a look at additional national and state statistics, as well as, available programs and strategies for interventions.

Preventing Death by Lecture (3 hours)

As Prevention Professionals, we are expected to be skilled public speakers, teachers and trainers. We know there is a better way to present than straight lecture. But most of us don't have any idea exactly how to do that! This workshop will use concepts developed by author Sharon Bowman to review six learning principles based on brain science that "trump traditional teaching and will forever change the way you instruct others.

Managing Stress: Bringing Joy Back Into Your Life (3 hours)

Stress is a body's response to change, "a condition or feeling experienced when a person perceives that demands exceed the personal and social resources the individual is able to mobilize." What is stressful to one person may not be stressful to another. This workshop will look at personal stress and focus on workplace stress. While some workplace stress is normal, excessive stress can interfere with your productivity and impact your physical and emotional health. It's important to learn how stress affects you, learn how to deal with it, and develop healthy habits to ease your stress! Finding ways to manage workplace stress isn't about making huge changes or rethinking career ambitions, but rather about focusing on the one thing that's always within your control: you.

Adverse Childhood Experiences (ACE Study): Implications for Working with Children and Youth (1.5 or 3 hours)

Adverse Childhood Experiences (ACEs) are repeated, traumatic events in children's lives that can affect their health and wellbeing into adulthood. ACEs involve episodes of physical or emotional abuse, neglect, witnessing domestic violence, and having family members who experience substance abuse, mental illness, or incarceration. Researchers believe that an understanding of ACEs is key to preventing a range of public health problems, including alcohol and drug abuse, high-risk sexual behavior, depression, and suicide. This workshop will explore the ACE Study and its implications of working with children and youth.

Applying Risk and Protective Factor Research (1.5 or 3 hours)

Prevention programming is more likely to be effective if it addresses the major risk factors and protective factors presenting in the individual, family, school and /or community. This workshop will give participants a history of Risk and Protective Factor Theory, an overview of the Social Development Strategy as well as a look at the impact of Adverse Childhood Experiences (ACEs) on developing brains and bodies. This information will help us to protect our children and youth – taking them from “at-risk” to “at-promise.”

Substance Abuse Prevention Across the Lifespan (1.5 or 3 hours)

“Prevention Works!” - There can be little argument that this statement is true. However, there have been many changes in the terminology and practice of prevention in recent years. These changes can be confusing for even the most experienced prevention specialist. This workshop will review the state-of-the-art knowledge from prevention science and practice and help to dispel myths about what does and doesn't work.

Children's Behavioral Health: Crossing the Dotted Line (3 hours)

The number of youth affected by mental health disorders continues to grow, and behavioral health disorders account for a significant portion. This workshop will examine research from SAMHSA on the prevention of children's behavioral health disorders, which shows that the symptoms of many childhood and adolescent behavioral health disorders can be recognized several years before they meet the criteria for being a disorder. This research also shows that early intervention can prevent behavioral problems from escalating to the level of disorder, thereby reducing the overall number of youth with mental health disorders.

Effective Service Delivery Begins with Effective Communication (3 hours)

Whether you are trying to engage and work with children, youth, parents, or community members, it is important to consider the ways in which you communicate. This workshop will discuss the key concepts of effective communication, and how these relate to styles and types of communication.

Reigniting Your Passion for Prevention (3 hours)

Everyone faces challenges. And every person, organization and team has to overcome negativity and adversity to redefine who they are and reignite their passion. This workshop will explore ten “rules” for approaching life and work that leads to true accomplishment.

Substance Abuse - The When, The Why & The What (3 hours)

The negative developmental impacts of early substance abuse among young people are staggering. Researchers have found that traditional drug use is escalating at a rapid pace after a decade of decline. This workshop will examine the negative developmental impacts and the reasons why young people use drugs. Youth are also utilizing non-traditional mood altering methods. What does this mean for the youth of today and for society in general? The reasons discussed CAN guide prevention efforts.

Teaching & Public Speaking: The Art of Getting Your Message Across and Engaging Your Audience (3 hours)

Professionals are expected to be excellent teachers and public speakers. However, public speaking is one of the ten worst fears of adults in the United States. Excellence in public speaking is not an innate skill. Some people are born with natural abilities related to speaking. Good speakers are not born; they are made – through preparation, practice and experience. This highly participatory workshop is designed to teach presentation skills and share the basic skills necessary for the development and delivery of presentations.

***Hurt, Hope & Healing for Children and Youth with an Addicted Parent
(1.5 or 3 hours)***

In an addicted family, children are usually the first to be hurt, the last to be helped, and yet, are at the **highest risk** for repeating the cycle of addiction. From the mid to late 80's and into the early 90's "children of alcoholics" was a "hot topic" with numerous conferences and workshops on the subject. Just because we don't see as much about the issue, the number of children impacted by their parent's substance abuse has not decreased nor have the issues they face become any easier to cope with. This workshop will discuss recent finding and the effect of the disease on children and families.

This Is Your Brain...This Is Your Brain on Drugs (3 hours)

You may have wondered what is inside the teenage brain. This workshop will answer that question and many more! We will review research of Drs. Giedd, Thompson, Swartzwelder, White, Tappert, Brown and Volkow. We will explore the differences between the adolescent and adult brains, why alcohol, tobacco and other drugs affect the adolescent brain differently, and the impact of early use on maturity.

FISH! (1.5 or 3 hours)

The FISH! Philosophy is a life-long learning approach that inspires us to feel alive and engaged in the work we do. People desire to bring their passionate, authentic selves to their jobs. Unfortunately, their jobs often won't let them. Some people think play is the opposite of work. You're either playing or working. But real life experiences have shown that play can have a huge benefit to businesses! Play makes your job fun and energizes the creativity and problem-solving abilities within you. Play pleases customers and team members and makes boring tasks easier to do. This workshop uses an inspiring and entertaining video and several interactive discussions to explore the FISH! Principles: Be There; Play; Make Their Day; and Choose Your Attitude.

The Gender Gap: Why Girls are at Special Risk (3 hours)

At one time we thought it was all about hormones! Now we have finding on the differences in girls' brains and their increased risk for drug use, delinquency and violence. This workshop will utilize research from the National Institutes of Health, Office of Juvenile Justice and Delinquency Prevention and the National Institute on Drug Abuse to discuss this unparalleled at-risk population.

Enhancing Cultural Competency (3 hours)

How do you define culture? The definition may surprise you. What cultures are you a part of? No matter how much experience you have in prevention, we all have a lifetime of experience living in different cultures, so it is likely that we will have personal feelings regarding this topic. This workshop asks you to assess your own values, attitudes, and beliefs about different racial and ethnic groups. Through activities, you are able to develop skills that will help you increase your competence as a prevention professional and recognize that cultural competence is an ongoing process.

Child and Adolescent Development (3 hours)

When is it okay to talk to children about alcohol? What is an appropriate approach for discussing the effects of drugs in a 5th grade classroom? As prevention professionals, we must recognize that changes in emotional, social, and moral development have implications for prevention program planning. This workshop will explore child and adolescent development from birth to age 18, information on the impact of alcohol and other drugs on the developing brain, information about developmentally appropriate substance abuse prevention activities, and includes an overview of five child development theorists.

***Enhancing Your Program (And Having Fun) While Maintaining Fidelity
(1.5 or 3 hours)***

Although there are numerous evidence-based programs and practices implemented across the nation, prevention professionals often feel frustrated that some curricula seem a bit outdated and lacking activities that engage and empower children and youth. This workshop is designed to inspire creativity while providing examples of activities that can be used to enhance programs without impeding fidelity.

Classroom Management (1.5 or 3 hours)

Does your role as a prevention professional take you into schools as a “classroom guest” who provides prevention education? Sometimes that is a disparaging role. This workshop includes an overview of classroom management techniques and strategies; key information gathered from certified classroom educators; diversionary discipline interventions that empower students and model problem solving; and ways to balance respect, motivation and discipline. The process will be a mix of information and informal practice.

A Behavioral Health Lens for Prevention (1.5 or 3 hours)

While we recognize the value of prevention, placing this work in the context of overall behavioral health requires a critical shift in perspective. The content of this workshop is based on a study by the National Research Council and the Institute of Medicine and the report “Preventing Mental, Emotional and Behavioral Disorders Among Young People: Progress and Possibilities,” March 2009.

Organizational Leadership Workshops:

The Art of Facilitation (3 hours)

Effective facilitation is an art! The successful facilitator is flexible and observant, accepting and affirming, and can listen and lead while bringing a group of often diverse opinions to an agreed upon solution or plan of action--- sometimes in 30 minutes or less! The need for effective facilitation is not limited to just one type of group or setting and can involve a large group of people or just two to three people. Sometimes the situation may be a formal one, other times it may be informal. In this workshop, participants will be given the opportunity to explore their personal facilitation skills, identify areas that need enhancement, and even acquire new skills.

Developing Capable Leaders (3 hours)

When nonprofit leaders are asked what some of their major concerns are repeatedly they will say “organizational capacity” – attracting and maintaining a viable workforce, effective teams, and leadership development. When our sector does not have strong, well-run organizations then the services we provide cannot be as effective as they need to be. Everyone in an organization, regardless of their job “title” or position, is both a leader and a follower. Leadership style is a person’s unique way of influencing others to work toward goals. While individuals can demonstrate a variety of leadership styles, most have a dominant style they feel comfortable using. This highly interactive workshop will assist participants in gaining awareness of their leadership style; appreciating the importance of “followership;” and discussing how both impact the success of any organization.

Managing Millennials: R U Ready? (1.5 or 3 hours)

Whether you know them as Gen Y, Echo Boomers or Millennials – You are probably perplexed by the work habits and ethics of the newest generation of workers. Here's just what you need – a crash course on understanding and managing Millennials! This workshop will unveil the latest research findings, arm you with proven strategies for motivating and managing, and help you avoid the common pitfalls related to managing Millennials.

Resilient Leaders/Resilient Non-profits (3 hours)

Resiliency is defined as “the capacity to spring back, rebound and successfully adapt in the face of adversity”. Resiliency is a way of facing and understanding the world. It is a process, not a fixed, concrete state of being, and it can be learned and enhanced. In today’s world of uncertainty and the inevitable “risks” associated with successfully fulfilling the mission of non-profit organizations, leaders and their organizations must be resilient. Resilient leaders and organizations face reality with courage, find meaning in hardship and improvise when faced with seemingly impossible obstacles. Resilient leadership is as much about “being” and “knowing” as it is “doing.” This workshop will discuss how to apply resiliency research and methodologies in order to enhance and strengthen the capacity of nonprofit leaders and their organizations. It is about moving beyond “survival” to successful significance.