**yale
program
for
recovery
and
community
health**

Consultation and Training for Systems Transformation

Change Strategies:

- Collaboratively transforming health systems to focus on recovery and resiliency as primary organizing priorities

- Engaging adults in recovery as system change partners and facilitators

- Engaging youth and families as systems change partners and facilitators

- Identifying and unlocking hidden assets within communities that promote resiliency and health

- Teaching specific system change strategies that fuel and sustain transformation

- Facilitating resiliency and recovery-oriented practice changes for direct care providers

Change Components:

Transformation Strategic Planning and Consultation for Behavioral Healthcare Systems

Beginning with an in-depth, collaborative recovery and resiliency-oriented practices evaluation identifying specific strengths, resources, challenges, and change opportunities, consultation focuses on building local ownership and partnerships to stimulate, guide, and sustain transformation in each of the following system components:

- Engagement of peers, families, and advocates as change partners
- Executive decision-making, leadership, and resource allocation
- Service provision, supervision, and management
- Outcome measurement and monitoring
- Quality improvement strategies
- Provider performance indicators
- Policy development

Consultation with Provider Organizations
In-depth consultation on the clinical application of resiliency and recovery-oriented practices and principles to transform organizations Focus: All levels of clinical staff

Change Components, continued:

Creation of Learning Centers
Organizational consultation to support knowledge transfer within systems of care, accentuating and building on the successes of local organizations which have begun the transformation process

Creation of Asset-Based Groups
Promotes a community-based approach to on-going learning and application of recovery and resiliency principles and practices, unlocking and accessing hidden assets within communities to further the transformation process

Group Skills for Peer Leaders and Mental Health Supervisors
Promotes successful integration of Peer Mentors in multiple roles within provider organizations

Lead Facilitators Training
Learning to lead **Recovery Foundations Learning Events**

Introductory Recovery Trainings

All training events are experiential in nature and organized for immediate application of new learning.

Recovery Learning Events
Foundational learning to facilitate the practical application of recovery and resiliency principles at all levels of a system

Peer/Recovery Mentors Training
Training people to become peer staff, leaders, and supervisors, emphasizing their unique value within organizations

Peer/Recovery Mentor *Trainers* Training
Learning to conduct **Peer/Recovery Mentors Training**

Creating Recovery Organizations Workshop
Discussion of applied recovery and resiliency principles and methods to transform organizations to become recovery and resiliency-oriented

Leadership Retreat
Discussion and practical application of recovery and resiliency principles and methods that can guide transformation efforts

Using Stories of Recovery to Change Systems
Focusing on success and change motivation within systems of care

Hiring and Working Effectively with Peers
Defining peer's unique roles, functions, and value within organizations

Advanced Recovery Trainings

All training events incorporate aspects of the following modules. Organizations and systems may decide to focus additional training time to develop skills in these vital areas. All of these training events are open to mental health workers, recovery mentors, and organizational and/or systems leaders, emphasizing immediate application of new learning.

Cultural Competency

Develop experiential understanding of differences between people, how to conceptualize culturally competency within organizations, set goals, and develop and implement change to build on diversity as an organizational strength

Motivational Enhancement

Client-centered, directive method for enhancing intrinsic motivation to change by exploring and resolving ambivalence; while developed initially for use with individuals with addictions, this approach has been modified as an engagement approach for people with mental illnesses

The Role of Spirituality in Recovery

Develop understanding of the importance of faith and spirituality in recovery, techniques to integrate that information into recovery planning, and competencies to address clients' spiritual needs

Building on Natural Supports

Involving individuals in identifying informal and formal resources and capacities within the community

Individualized Person and Family Driven Recovery Planning

Assessing and incorporating individuals' and families' hopes, assets, strengths, interests, culture, and goals into care planning to reflect a holistic understanding of their behavioral health conditions, medical concerns, and desires to build meaningful lives in the community

Psychiatric Advance Directives

Developing and disseminating toolkits, instructions, policies, and procedures for the use of psychiatric advance directives.

PRCH Faculty

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