

DESCRIPTION

The *Trauma Informed Excellence*[®], or TIE, Model was developed to give organizations and systems of care the knowledge and skills to fully integrate the trauma informed paradigm into their operations. There are four trainings in the TIE Series:

1. Trauma Informed Care
2. Thrive: Self-care and Culture
3. Trauma Informed Leadership
4. Trauma Specific Treatment



The Trauma Informed Paradigm

Trauma Informed definition (SAMHSA): "When a human service program takes the step to become trauma-informed, every part of its organization, management, and service delivery system is assessed and potentially modified to include a basic understanding of how trauma affects the life of an individual seeking services. Trauma-informed organizations, programs, and services are based on an understanding of the vulnerabilities or triggers of trauma survivors that traditional service delivery approaches may exacerbate, so that these services and programs can be more supportive and avoid re-traumatization."

Paradigm Shift: A new way of thinking that challenges existing belief structures.

Most organizations fall on a continuum between being unaware and informed about trauma and its impact on clients and staff.

Not Trauma Informed	Trauma Informed
❖ Clients are sick, ill, or bad	❖ Clients are hurt and suffering
❖ Client behaviors are immoral and need to be punished	❖ Client behaviors are survival skills developed to help the client live through the trauma, but may cause problems in the client's life
❖ Clients can change and stop immoral destructive behavior if they only have the motivation	❖ Clients need support, trust, and safety to make change and heal
❖ Manage or eliminate client behaviors	❖ Recognize staff and program's potential to re-traumatize. Provide opportunities for clients to heal from their trauma
❖ Staff should come to work every day at their best, and perform to leadership's expectations	❖ Leaders need to create strong organizational culture to combat the trauma and stress associated with working with clients
❖ System of care should be created to minimize short-term costs and eliminate immoral behaviors	❖ System of care invests in healing trauma, improving outcomes and saving money over the long term

IN-PERSON TRAININGS

Trauma Informed Care

Recent research on the brain and trauma provides those working in the helping professions a new paradigm to conceptualize and use in work with clients. Understanding how trauma impacts brain development puts harmful behaviors and destructive thinking patterns into context and gives staff a roadmap to build relationships and promote healing and growth. This training presents the Trauma Informed paradigm in a practical context, giving learners a theoretical foundation as well as tools to apply immediately to their work with clients. Through the application of this Trauma Informed paradigm, staff and teams can minimize re-traumatization of clients while creating an environment for the individual to regain control of their lives. Participants will be able to:

- Describe trauma informed principles and theories
- Conceptualize how the brain is impacted by trauma
- Identify the role of trauma in human development
- Name how the structure of the brain impacts behaviors
- Describe the role of relationships in brain development and behaviors
- Describe how programs and interventions can promote healing and growth

Thrive: Self-Care & Culture

Building resilient staff, teams, and organizations is foundational to creating trauma informed services. Helping professionals are at risk of experiencing issues that mirror those of their traumatized clients. Exposure to trauma, combined with a stressful work environment, can have dangerous consequences for the physical and emotional health of those who provide services. Knowledge is the best defense against burnout, vicarious trauma, and compassion fatigue. This series goes further than other self-care trainings by addressing the role of team culture in building healthy programs and by identifying the critical elements of health that enhance productivity and quality of work. Utilizing research in neurobiology, psychology, and business, this training provides skills for individuals and teams to be more effective and efficient at work. Those completing Thrive: Self-Care & Culture will be able to:

- Increase physical, mind, social health, and energy
- Avoid and minimize the trauma and stress inherent to the helping professions
- Create a culture of self-care & resilience in individuals and teams

Trauma Informed Leadership

This training provides leaders with skills and knowledge to propel their agencies, systems, or programs towards excellence. It offers a practical model designed to enhance staff health, and clinical and organizational outcomes. The training presents a trauma informed approach to leadership for helping organizations, including a set of skills to implement in supervision of staff and management of programs. The approaches and strategies presented promote healing and growth, and can transform individuals, organizations, and systems of care. Both aspiring and experienced leaders will see their role and work in a whole new light. Participants will be able to:

- Minimize the impact of secondary trauma, vicarious trauma, compassion fatigue, and burnout on staff, organizations, and systems
- Understand the trauma informed paradigm and what leaders need to do in order to integrate it into their setting
- Utilize the concepts and approaches of Affective Leadership to prevent vicarious/secondary trauma and compassion fatigue
- Utilize the concepts and approaches of Intellectual Leadership to prevent burnout and maximize performance of staff
- Develop a Trauma Informed Leadership Plan to increase the health of staff and quality of services

Trauma Specific Treatment

Once staff and teams have an understanding of the impact of trauma and a commitment to minimize the possibilities of re-traumatization, it is important that programs have internal and/or external resources for the assessment and treatment of trauma. Structured and systemic assessment of trauma is necessary to ensure appropriate referrals to trauma treatment and other clinical interventions. This training provides information about how people recover from trauma, and the best practice treatment models currently available. Participants will be able to:

- Understand the processes that lead to post traumatic growth
- Identify available trauma assessment tools
- Identify best practices and available trauma specific treatment for unique client populations

TRAINING OPTIONS

The trainings listed above are full day trainings. Coldspring Center also offers customized versions of these to meet the specific needs of the organization. Some popular formats are:

- 75-90 minute workshop
- Half-day training
- Full-day training
- Implementation support: Half or full day of facilitated implementation support and coaching, customized to the organization's specific needs. Designed to support programs that have implemented the TIE Online Training*

- Trainings can also be customized to focus on the particular needs of health care settings, mental health and substance abuse treatment providers, homeless services, libraries, schools, prevention and outreach programs, and HIV service providers

OUR APPROACH

Coldspring Center trainers utilize a participant-centered workshop approach, which includes interactions and adult learning activities to maximize learning, retention, and application of workshop concepts. These approaches, combined with a mastery of the topic and research, allow delivery of in-depth subject matter in a practical manner, targeted to the needs of the specific audience.

EVALUATION AND CONTINUING EDUCATION CREDITS

An in-person training evaluation and final report may be provided at the completion of the training. Individuals who complete the training may be eligible to earn Continuing Education Credits (CECs). Coldspring Center partners with the National Association of Social Workers – Colorado Chapter (NASW-CO) to provide the CECs. It is the responsibility of the organization/individual learner to confirm that their specific licensing body will accept CECs from NASW-CO.

SERVICES*

Services available	Cost
In-person training and facilitation <ul style="list-style-type: none"> • 0 to 4 hours • 4 hours to 1 day 	\$1,500 \$1,500 - \$3,000
Travel Expenses (airfare & baggage, ground transportation, hotel, meals)	TBD
Technical Assistance, Coaching, Systems Implementation Support (optional)	\$150/hour
Webinar(s) to support implementation, facilitation, skills building (optional)	TBD

*You can find more information about the TIE online curriculum at our website, ColdspringCenter.org

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