



**Learning  
Session 2**

**TUESDAY AND WEDNESDAY  
MARCH 25-26, 2014**

**FINDING CHANGE IDEAS**

**Team Member Name:** \_\_\_\_\_

**Team Name:** \_\_\_\_\_

**Changes Presented**

**Change Ideas I Am Interested In**

Create and supervise effective use of peer supports (employed and volunteer) for participants at different stages of recovery

- Employ peers to welcome and engage new participants into services
- Employ peers to provide outreach and engagement services
- Employ peers to provide peer coaching and mentoring
- Employ peers to provide navigation supports
- Provide peer run groups for WRAP, health navigation, housing, employment, 12 step programs, and other recovery services
- Include peer employees in team meetings to help match peer supporters to individual participants and to provide a peer perspective for team problem-solving and planning

Help clients/participants and staff understand that recovery is a possibility for all people diagnosed with serious mental health issues

- During the enrollment process, introduce new participants to a peer who can share their personal recovery story, connect from lived experiences, and welcome them into the program/community.

Demonstrate organizational belief in recovery

- Hire and involve people with lived experience at every level of the organization, in accordance with their strengths and skills.
- Engage peers in the development of program policies and procedures, staff hiring and development processes, and strategic organizational committees and initiatives
- Give staff regular feedback on how they doing related to recovery oriented goals, both collectively and individually



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Set and achieve meaningful and important goals using highly individualized and specific strengths

- Work with clients to discover their ‘active ingredients’ behind their goal(s) and to become clear on what they are searching for to identify options to achieve the goal(s) (active ingredients may be related to spirituality, sexual intimacy, etc.

Plan to achieve goals by breaking them into smaller, measurable steps (short-term goals)

- Identify with clients ways to utilize strengths, natural supports, self-help support, peer support, and community-based resources prior to intervening with program resources and services (for example: Framework for Support Model)
- Identify one or two specific and measurable steps that can be accomplish within the week to progress toward achievement of a specific goal

Assist each person to discover and express their evolving definition of recovery

- Use supervision time to develop a vision of recovery and practice engaging individuals in envisioning their own recovery

Provide supervisory supports and skill development that support clients’ recovery progress

- Use strengths-based group supervision process (e.g. University of Kansas Supervision Model)
- Allow supervisors time and opportunity to learn the same skills, tools, and methods they are supporting their staff to use.
- Review individual and population measures in clinical supervision to promote client progress, manage caseloads, and guide improvement efforts

Provide leadership for recovery

- Share data with staff on a regular basis to guide improvement efforts related to outcomes.