

Recovery Practices for Leaders



Peer Support Specialist Supervision Workshop

Presented by Chris W. Martin, ITE & James Ritchie, ITE

About this Workshop

This two-hour workshop is based on a two-day workshop called “*Recovery Practices for Leaders – Peer Support Specialist Supervision.*” To find out more about how you and/or your organization can take this two-day workshop or other trainings, please check out our webpage at <http://recoveryresiliencesolutions.com>

Our Workshop Agenda

This two-hour learning experience will be fun and fast paced. We have a lot of key information to provide you, and we also want to make it as interactive as possible. So we’ll be providing two break out sessions and a time to chat-in your responses. We’ll also provide a ten-minute break at the top of the first hour. And we’ll stay on the Zoom after the close of the workshop for any questions or comments.

Learning Objectives

Here is what you can expect to experience today:

- 🔊 Fine tune your personal recovery and resilient leadership skills.
- 🔊 Explore dynamics of recovery principles.
- 🔊 Identify 12 recovery leadership practices of a PSS Supervisor.
- 🔊 Identify ways to hold and promote hope for people served and staff.
- 🔊 Participate in break-out learning partner activities to optimize learning.
- 🔊 Demonstrate empowering practices.
- 🔊 Reflect on your leadership style related to the five recovery paths and 12 recovery leadership practices of a PSS Supervisor.
- 🔊 Describe how to develop a professional vision statement as a PSS Supervisor.

Introductions – Learning Partner Breakout Session

- 1.) What is your name and your role in doing recovery work?
- 2.) Who is the best supervisor you ever had and why?
- 3.) Identify 2 key qualifications for a person to be a great supervisor of peer support specialists.



Your Definition of Recovery?

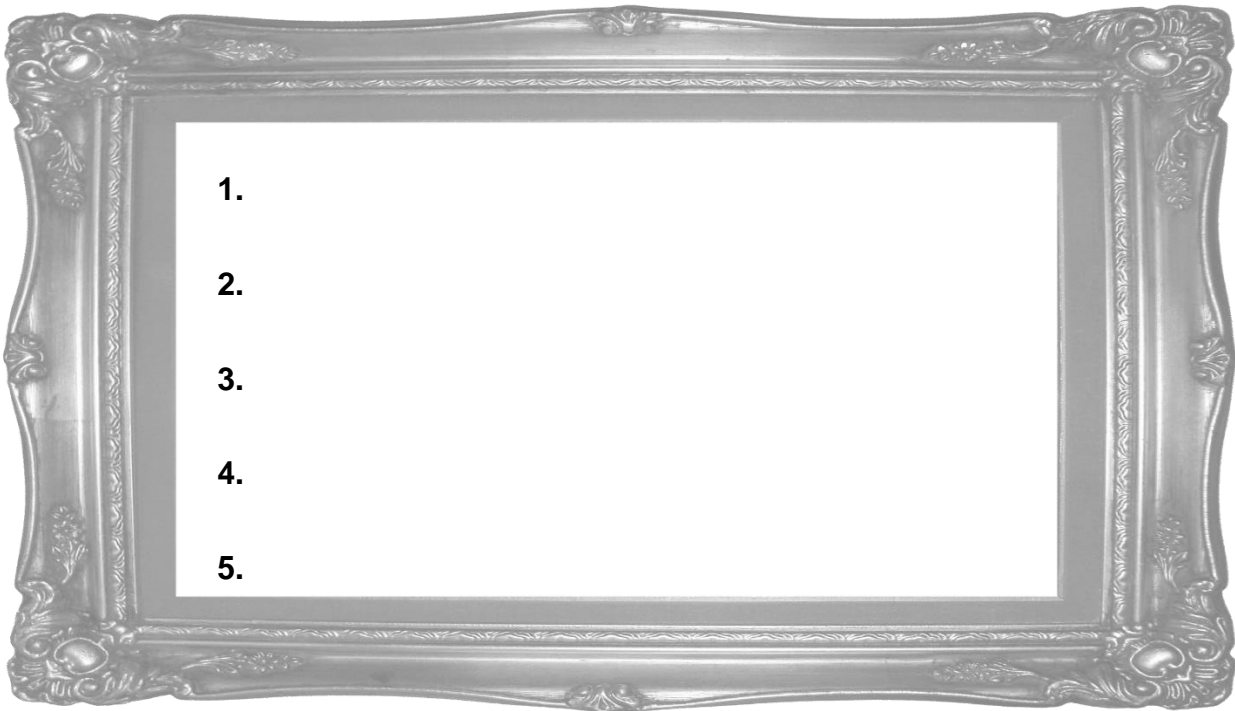
A Working Definition of Recovery for Recovery Practitioners

Recovery is _____ who you are and using your _____ to become all you are meant to be.

Definition of a Recovery Service Leader- Peer Support Specialist Supervisor

Recovery service leaders and coaches are people who strive to inspire, promote, and empower recovery for everyone within the organization. They model recovery relationship skills with their staff so the staff will replicate those very same practices with the people they serve. They model servant leadership principles* and support the professional development of their staff members to also become recovery service leaders. They build and sustain a recovery culture by focusing on relationships, strengths, performance, and recovery outcomes. They embody and demonstrate 12 recovery service leadership practices.¹

Framing Recovery in the Way We Practice



1.

2.

3.

4.

5.

HOPE

12 Recovery Service Leadership Practices of Peer Support Specialist Supervisors¹

- 1. Hopeful
- 2. Positive
- 3. Inspiring
- 4. Empowering
- 5. Strength-based
- 6. Empathic
- 7. Vulnerable
- 8. Humble
- 9. Accountable with Integrity
- 10. Transformational Leader & Change Manager
- 11. Intentional
- 12. Visionary



Nine Hope Promoting Actions

- 1. Build hope, be _____, and hold _____
- 2. Treat [yourself and others] with _____.
- 3. Focus on the _____, and what is _____ and _____.
- 4. Celebrate _____ and _____.
- 5. Be there for the staff member- don't _____ on yourself or them.
- 6. Encourage your staff on their personal _____ and _____.
- 7. Promote _____ and self-direction and try to avoid _____ for them.
- 8. Promote their _____ and _____ in whole health and wellness.
- 9. Promote valued _____ so your staff members can _____ to the people they serve, their team, and organization.



Hope Is Conveyed through Recovery Language



A focus on what is _____ as opposed to what is _____

Everyday _____ language

is _____ and _____ in nature.

It's _____ and _____, and

avoids _____ and _____.

PERSONAL POWER

(The Mighty Middle)

What empowers you as a leader? _____

Empowering Interactions of a Peer Support Specialist Supervisor ¹

- Be fully present
- Use reflective Listening
- Relate with empathy
- Ask for/Affirm strengths
- Build Trust
- Ask open-ended questions
- Empower with choices
- Acknowledge results
- Appreciate the skills of each staff
- Use "I" statements
- Promote and acknowledge self-advocacy
- Use empowering language, not power-robbing language
- Use a viewing point and validate the staff member's feelings and perspective
- Leverage resistance for growth

RECOVERY RELATIONSHIP

Two-Minute Speed Validating: Learning Partner Breakout Session

RECOVERY CULTURE

Google and The Aristotle Project

1. Psychological Safety: Team feels okay to take risks and not be punished; they have _____.

2. Dependability: Team members keep their _____ and get done on time.

3. Structure and Clarity: All understand job _____ and goals.

4. Meaning: The team needs work to connect to sense of _____.

5. Impact: The team needs to know their work is having an _____.



The Black Hole of Supervision₁



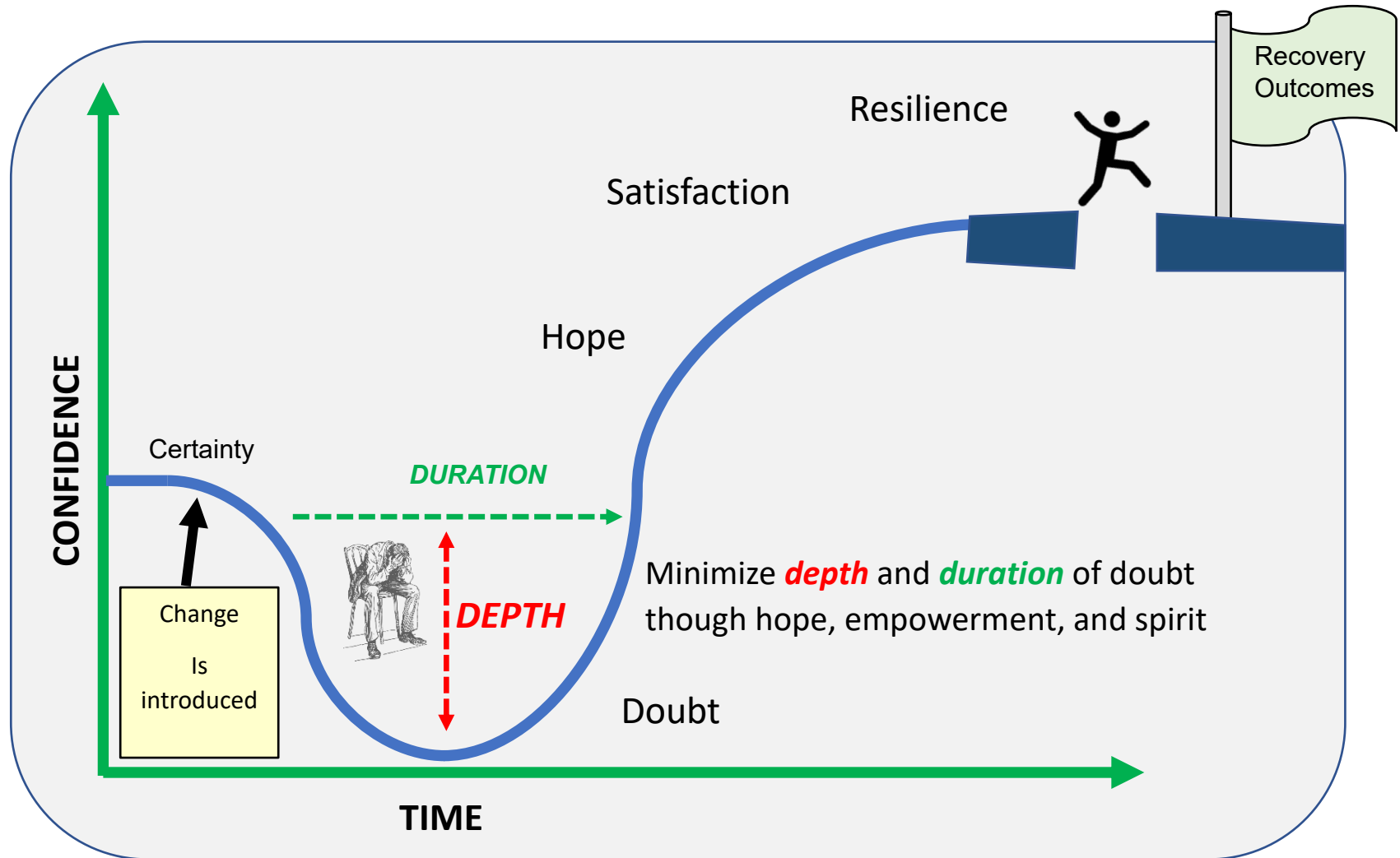
So how do we find time to stay on the planet to lead and coach our team? And why is that important?

Seven Secrets of Recovery Outcomes & Recovery Culture Sustainability₁

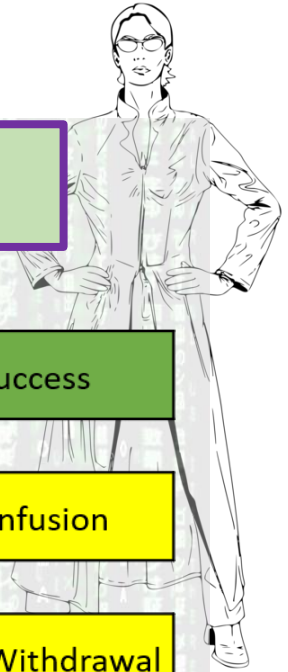
- 1.) Provide peer support _____ _ sessions.
- 2.) Conduct regular team _____.
3. Stay _____ to orient.
- 4.) Use performance _____.
- 5.) Provide _____ feedback and coaching.
- 6.) Provide self-directed professional _____ plans.
- 7.) Conduct _____ 180 supervisor recovery leadership performance appraisals by PSS staff and all other staff.



The Curve of Change: Understanding the J-Curve:



A Glitch in the Matrix of Supervision₁



Meaning and Purpose

When we stay connected to the why of what we do, it guides us to be more successful in the how. Please use the following four guideposts to help you draft your professional vision statement as a recovery service leader and supervisor of peer support specialists.

- What do I want to achieve as recovery service leader and supervisor of peer support specialists?
- How do I want to develop my team members to be all they can be in this important work?
- How do I want my team's contributions to impact the people they serve?
- What do I want to include from this workshop in my professional vision statement?

My Professional Vision Statement

Bibliography

1. Martin, C., Ashcraft, L. Recovery practices for leaders – peer support supervision. Crestwood Behavioral Health, Inc, 2019.
2. Martin, C., Ashcraft, L. Peer support learning for the 21st Century. Crestwood Behavioral Health, Inc. 2019
3. Spears, L.C., “Character and servant leadership: ten characteristics of effective, caring leaders.” The Journal of Virtues & Leadership, Vol. 1 Iss. 1, 2010, 25-30. © 2010 School of Global Leadership & Entrepreneurship, Regent University. Retrieved from https://www.regent.edu/acad/global/publications/jvl/vol1_iss1/Spears_Final.pdf on Dec. 12, 2019.