



# The Connection Training Catalog

{ FALL/WINTER EDITION }

**2020-2021**

# THE CONNECTION TRAINING CATALOG

## **[1]** *Enrollment Information*

### Professional Development Courses:

**[2]** *Sexual Harassment Prevention Training: Cultivating a Respectful Workplace*

**[3]** *Mental Health First Aid Training*

**[4]** *Introduction to the Science of Cognitive and Emotional Adaptability*

**[5]** *Using the Stages of Change Model to Promote Behavior Change*

**[6]** *Understanding Traumatic Stress in People Experiencing Homelessness*

**[7]** *Question, Persuade, and Refer (QPR): Suicide Prevention Training*

**[8]** *Overcoming Barriers: Working with LGBT Adolescents*

**[9]** *Strategies to Resolve Conflict and De-escalate Crises*

**[10]** *Creating Healing Environments for Foster Children*

**[11]** *The Intersection of Mental Illness and Substance Use Disorders*

**[12]** *Re-Entry and Employment for the Formerly Incarcerated*

### Clinical Best Practice Courses:

**[13]** *Providing Care Through a Trauma-Informed Lens*

**[14]** *Intersectionality & Addiction: Providing Evidence-Based Treatment to Women in Recovery*

**[15]** *Using Cognitive Reframing to Change Perspective*

**[16]** *The Art of Group Facilitation*

**[17]** *The Essentials of Motivational Interviewing*

### Leadership Development Courses

**[19]** *Leadership Academy: Becoming a Leader*

**[20]** *Leadership Academy: Developing a Customer Service Orientation for Supervisors*

**[21]** *Leadership Academy: Motivational Interviewing for Supervisors*

**[22]** *Leadership Academy: Team Building Skills*

**[23]** *Leadership Academy: Project Management*

**[24]** *Transitioning from an Employee to Supervisor*

# Registration

Participants may register online at [theconnectioninc.org](http://theconnectioninc.org). Payment by credit card is available. Participants will receive a confirmation email once their registration is processed.

# Certificate of Attendance

Participants will receive a certificate of attendance following the successful completion of the training. Where indicated, continuing education hours are available.

# Eligibility

All external parties are invited to participate in any session. Fees are as indicated by training. All Connection employees may attend training programs at no cost, regardless of position or program. Where agency requirements allow, employees should be encouraged to attend trainings other than those directly related to their present position, in order to foster professional growth and skill enhancement.

# Course Cancellation & Postponements

If a training is canceled, all participants will be notified no later than 24 hours prior to the scheduled session. If The Connection is closed or has a delayed opening due to inclement weather, all trainings will be canceled, and will be rescheduled to a later date.

# Scheduling

Participants may withdraw from the course at least five business days prior to the training to receive a refund. Cancellations made after this window will not be refunded.

Participants can withdraw from the course by contacting Nikita Joslyn, Training & Staff Development Specialist.

# Questions?

Contact Nikita Joslyn, Training & Staff Development Specialist at 860 343-5500 x2110



# Sexual Harassment Prevention Training: Cultivating a Respectful Workplace

The course will explain the federal and state laws prohibiting sexual harassment and explore how these laws work to create a safe work environment. Topics addressed include the obligation of organizations to enforce sexual harassment law, and guidance for employees in identifying sexual harassment and responding appropriately.

**This course fulfills the State of Connecticut's sexual harassment training requirement.**

October 14, 2020

January 20, 2021

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**TIME**

10:00am – 12:00pm

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**LOCATION**

This is an online event

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**PRESENTER**

Ruthanne Barrett, PHR, SHRM-CP, Director of Human Resources, The Connection

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**COST: \$50**

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## PROFESSIONAL DEVELOPMENT COURSE

# Mental Health First Aid Training

Mental Health First Aid is a SAMHSA nationally recognized program designed to give people key skills to help someone who is developing a mental health problem or experiencing a mental health crisis. This virtual course will teach participants how to identify, understand, and respond to signs of mental illness or substance use disorders. Mental Health First Aid takes the fear and hesitation out of starting conversations about mental health and substance use problems by improving understanding and providing an action plan that teaches people to safely and responsibly identify and address a potential mental illness or Substance Use Disorder.

**This course has been approved by the National Council for Behavioral Health.**

September 30, 2020

December 8, 2020

October 10, 2020

January 19, 2021

November 17, 2020

February 26, 2021

### TIME

9:00am – 1:00pm

### LOCATION

This is an online event

### PRESENTER

Nikita Joslyn, LMSW, Training & Staff Development Specialist, The Connection

### COST: \$80

**CONTINUING EDUCATION:** This training has been approved for 4 Continuing Education Credit Hours by the National Association of Social Workers, CT (NASW) and Connecticut Certification Board (CCB).



# Introduction to the Science of Cognitive and Emotional Adaptability

It is human nature to feel most comfortable with certainty and predictability, but this is not the nature of life, especially in the current world circumstances. Allowing ourselves to adapt and grow during times of change and challenge, to learn from failure, and to face our negative emotions and fears are incredibly empowering. This training, based on the science of cognitive and emotional flexibility, will teach participants how to accept and manage the stresses and uncertainties of life. Goal-directed, solution-focused coping mechanisms will be presented, which will enable individuals to tap into rather than block their natural human resilience.

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**DATE**

December 10, 2020

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**TIME**

9:30am – 11:30am

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**LOCATION**

This is an online event

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**PRESENTER**

Michele Klimczak, LMSW, Director of Training & Grant Management, The Connection

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**COST: \$50**

**CONTINUING EDUCATION:** This training has been approved for 2 Continuing Education Credit Hours by the National Association of Social Workers, CT (NASW), and Connecticut Certification Board (CCB).



# Using the Stages of Change Model to Promote Behavior Change

The Stages of Change model (also called The Transtheoretical Model), focuses on the decision-making of the individual and is a paradigm of intentional change. Understanding an individual's readiness to change can help foster a therapeutic alliance and promote motivation. This training will provide human service professionals with the basic concepts and strategies needed to effectively use the Stages of Change model when working with clients to change behaviors.

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**DATE**

November 4, 2020

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**TIME**

9:00am – 12:00pm

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**LOCATION**

This is an online event

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**PRESENTER**

Nikita Joslyn, LMSW, Training & Staff Development Specialist, The Connection

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**COST: \$65**

**CONTINUING EDUCATION:** This training has been approved for 3 Continuing Education Credit Hours by the National Association of Social Workers, CT (NASW) and Connecticut Certification Board (CCB).



# Understanding Traumatic Stress in People Experiencing Homelessness

The loss of a home is outside the realm of everyday experience and is highly stressful and traumatic. Sleeping on the street, in an abandoned building or car, in a shelter, or unstable housing leaves one feeling vulnerable, out of control, and hopeless. Past traumatic experiences such as illness, violence, combat, loss, and physical or sexual abuse compound the stress of being homeless. This training will provide service providers with an understanding of the relationship between homelessness and traumatic stress and how to apply trauma concepts to their day-to-day work with people experiencing homelessness.

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**DATE**

February 9, 2021

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**TIME**

9:00am – 1:00pm

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**LOCATION**

This is an online event

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**PRESENTER**

Michele Klimczak, LMSW, Director of Training & Grant Management, The Connection

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**COST: \$70**

**CONTINUING EDUCATION:** This training has been approved for 3 Continuing Education Credit Hours by the National Association of Social Workers, CT (NASW) and Connecticut Certification Board (CCB).





# Question, Persuade, and Refer (QPR): Suicide Prevention Training

The ability to recognize and safely address suicidal ideation is a critical skill for all human service providers and anyone supporting individuals with mental health challenges. This 2-hour training will provide participants with the tools on how to Question, Persuade, and Refer someone in a crisis, exploring common causes and warning signs of suicidal behavior, and explaining how to assist someone who may be in danger of self-harm. This evidence-based training is ideal for behavioral health professionals and family members of individuals experiencing mental illness.

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**DATE**

December 3, 2020

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**TIME**

1:00pm – 3:00pm

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**LOCATION**

This is an online event

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**PRESENTER**

Nikita Joslyn, LMSW, Training & Staff Development Specialist, The Connection

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**COST: \$50**

**CONTINUING EDUCATION:** This training has been approved for 2 Continuing Education Credit Hours by the National Association of Social Workers, CT (NASW) and Connecticut Certification Board (CCB).



# Overcoming Barriers: Working with LGBT Adolescents

Despite our country's progression of equality and acceptance of LGBT individuals, adolescents face another reality. Bullying, family rejection, stigma, and homelessness are real threats to the health and well-being of LGBT young people. Every day, thousands of LGBT youth in the United States face injustice in schools, danger in their homes, or uncertainty on the streets. This training will identify risks that impact adolescents' physical, mental, and emotional health, discuss approaches to creating a supportive network, and provide strategies on how professionals can deliver culturally competent services to LGBT adolescents.

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**DATE**

December 1, 2020

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**TIME**

1:00pm – 3:00pm

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**LOCATION**

This is an online event

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**PRESENTER**

John Lawlor, Director of Young Adult Programs, The Connection

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**COST: \$50**

**CONTINUING EDUCATION:** This training has been approved for 2 Continuing Education Credit Hours by the National Association of Social Workers, CT (NASW) and Connecticut Certification Board (CCB).



# Strategies to Resolve Conflict and De-escalate Crises

Conflict is inevitable when working with clients, external and internal factors cause stressors and can lead to a crisis. Service providers can prevent the escalation of disruptive behavior with how they respond and the use of nonverbal behaviors. Our ability to organize our thinking and calmly respond are effective de-escalation techniques that can help us avoid a potential crisis. Learn how personal space, body language, and listening skills can help effectively de-escalate the disruptive behavior of those in your care.

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**DATE**

January 26, 2021

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**TIME**

9:30am – 12:30pm

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**LOCATION**

This is an online event

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**PRESENTER**

Nikita Joslyn, LMSW, Training & Staff Development Specialist, The Connection

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**COST: \$65**

**CONTINUING EDUCATION:** This training has been approved for 3 Continuing Education Credit Hours by the National Association of Social Workers, CT (NASW) and Connecticut Certification Board (CCB).



# Creating Healing Environments for Foster Children

While robust support for foster parents is now widely recognized as critical for success, most training targets the child's behavior: understanding it, managing it, and shaping it. This workshop is unique in its focus on helping foster parents create the conditions in their own homes for children to feel a deep sense of safety and belonging, the best possible foundation from which to rebuild a childhood that has been derailed by abuse and neglect. Providers working with foster parents will be able to guide parents to better appreciate the centrality of their role in the healing process as well as to offer a framework for helping their foster children see themselves as valued members of the family system.

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**DATE**

January 6, 2021

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**TIME**

1:00pm – 3:00pm

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**LOCATION**

This is an online event

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**PRESENTER**

Michele Klimczak, LMSW, Director of Training & Grant Management, The Connection

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**COST: \$50**

**CONTINUING EDUCATION:** This training has been approved for 2 Continuing Education Credit Hours by the National Association of Social Workers, CT (NASW) and Connecticut Certification Board (CCB).



# *The Intersection of Mental Illness and Substance Use Disorders*

Co-occurring disorders are underlying mental health issues that appear alongside substance use disorders. Addiction and mental health have a very close relationship. Individuals with a dual diagnosis need an integrated treatment program that addresses both their addiction and mental health needs. This training will cover the symptoms of dual diagnosis, common mental health and substance use disorders, and how co-occurring substance use and mental health disorders are treated.

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**DATE**

February 11, 2021

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**TIME**

1:00pm – 3:00pm

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**LOCATION**

This is an online event

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**PRESENTER**

Jessica Smith, LMFT, Deputy Chief of Business Development, The Connection

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**COST: \$50**

**CONTINUING EDUCATION:** This training has been approved for 2 Continuing Education Credit Hours by the National Association of Social Workers, CT (NASW) and Connecticut Certification Board (CCB).



# Re-Entry and Employment for the Formerly Incarcerated

Evidence indicates that between 60 and 75% of the formerly incarcerated remain unemployed up to a year after their release. While incarcerated, families of returning citizens can experience compromised economic status and opportunities, which is only further complicated by unemployment after release. This workshop will examine the barriers to employment for returning citizens and provide techniques for resume writing, tips on how to talk with potential employers about criminal history, and interviewing pointers.

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**DATE**

September 15, 2020

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**TIME**

1:00pm – 4:00pm

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**LOCATION**

This is an online event

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**PRESENTERS**

Nikita Joslyn, LMSW, Training & Staff Development Specialist, The Connection

Robert McAdams, Intervention Specialist for the Community Justice Programs, The Connection

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**COST: \$65**

**CONTINUING EDUCATION:** This training has been approved for 3 Continuing Education Credit Hours by the National Association of Social Workers, CT (NASW) and Connecticut Certification Board (CCB).



## CLINICAL BEST PRACTICE COURSE

# Providing Care Through a Trauma-Informed Lens

This comprehensive training will provide an in-depth exploration of the art and science of trauma-informed care. Key topics include understanding trauma as a human experience, viewing challenging behavior as communication, the importance of self-awareness and self-care for caregivers, and making the helping process a true collaboration through building safety and trust. The the second half of the program will teach best practices for crisis management, with a focus on engagement as the key to crisis prevention and de-escalation.

**Participants must attend both days to complete the course successfully.**

September 23 & 24, 2020

January 21 & 22, 2021

November 19 & 20, 2020

February 17 & 18, 2021

December 17 & 18, 2020

### TIME

9:30am – 12:30pm

### LOCATION

This is an online event

### PRESENTER

Michele Klimczak, LMSW, Director of Training & Grant Management, The Connection

### COST: \$90

**CONTINUING EDUCATION:** This training has been approved for 6 Continuing Education Credit Hours by the National Association of Social Workers, CT (NASW) and Connecticut Certification Board (CCB).



# Intersectionality & Addiction: Providing Evidence-Based Treatment to Women in Recovery

Intersectionality describes striking differences related to power and resource disparities due to gender, culture, race, ethnicity, and sexual orientation. When these elements come together, they all result in interdependent systems of discrimination and disadvantage for many of society's most vulnerable individuals. Women are more likely than men to face multiple barriers to accessing substance abuse treatment and are also less likely to seek treatment. This training will discuss important issues related to women's recovery and intersectionality, exploring multiple dimensions of wellness and offering practitioners concrete ways to support women in their successful recovery.

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**DATE**

November 6, 2020

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**TIME**

9:00am – 1:00pm

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**LOCATION**

This is an online event

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**PRESENTERS**

Aiesha Phelmetto, LMFT-A, Program Manager of Women's REACH  
& Hallie House Programs, The Connection

Alison Friar, LMFT, Director of Clinical Development, The Connection

Sherrie Weaver, Director of the Women & Children Programs, The Connection

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**COST: \$65**

**CONTINUING EDUCATION:** This training has been approved for 4 Continuing Education Credit Hours by the National Association of Social Workers, CT (NASW) and Connecticut Certification Board (CCB).





# Using Cognitive Reframing to Change Perspective

When facing potential stressors, the way we view what we are experiencing can exacerbate our stress — or minimize it. Cognitive reframing is a psychological technique that consists of identifying and changing the way we perceive situations, experiences, and emotions. Reframing is a way that we can alter our perceptions of stressors and, thus, relieve significant amounts of stress and create a more positive response before making any changes in our circumstances. This training will give service providers specific techniques to help clients identify and challenge distorted thinking and promote growth.

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**DATE**

January 13, 2021

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**TIME**

9:00am – 1:00pm

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**LOCATION**

This is an online event

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**PRESENTER**

Aleksandra Slaski, LPC, Associate Director, The Connection Center for Behavioral Health

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**COST: \$65**

**CONTINUING EDUCATION:** This training has been approved for 4 Continuing Education Credit Hours by the National Association of Social Workers, CT (NASW) and Connecticut Certification Board (CCB).



# *The Art of Group Facilitation*

This course will discuss the fundamental concepts of group facilitation, as well as the natural stages of a group from inception to termination. Participants will learn a solid foundation of the mechanism by which groups facilitate change, determining group and individual goals, understanding the roles of group members, and ensuring strong group cohesion. We will also discuss the dynamics of open vs. closed-ended groups and how to decide what will best suit the needs of your clients.

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**DATE**

September 29, 2020

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**TIME**

9:30am – 12:30pm

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**LOCATION**

This is an online event

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**PRESENTERS**

Michele Klimczak, LMSW, Director of Training & Grant Management, The Connection

Nikita Joslyn, LMSW, Training & Staff Development Specialist, The Connection

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**COST: \$75**

**CONTINUING EDUCATION:** This training has been approved for 3 Continuing Education Credit Hours by the National Association of Social Workers, CT (NASW) and Connecticut Certification Board (CCB).



## CLINICAL BEST PRACTICE COURSE

# *The Essentials of Motivational Interviewing*

This four-part training series focuses on developing the foundational skills of the Motivational Interviewing (MI) approach. Motivation is a crucial factor in people changing severe and intractable human problems such as alcohol and drug dependence, persistent criminal lifestyle choices, intimate partner violence, and disruptive behavior disorders in youth. MI is the most scientifically supported approach for motivating people with difficult-to-change problems. Practitioners will become familiar with the basic theory of MI, practice core communication skills, and learn to recognize, elicit, and reinforce key client verbalizations likely to lead to an effective plan for changing self-defeating behaviors. Through a series of structured learning activities that include role-plays, “real”-plays, video demonstrations, and small group exercises, practitioners will develop and improve core skills so that they can immediately apply MI with their clients.

**Participants must attend all four sessions to complete the course.**

October 22, 2020

October 29, 2020

October 23, 2020

October 30, 2020

### TIME

1:00pm – 4:00pm

### LOCATION

This is an online event

### PRESENTER

Raymond Tafrate, PhD, Trainer & National Author

### COST: \$180

**CONTINUING EDUCATION:** This training has been approved for 12 Continuing Education Credit Hours by the National Association of Social Workers, CT (NASW) and Connecticut Certification Board (CCB).



NEW! LEADERSHIP DEVELOPMENT COURSES

# The Connection Leadership Academy

The Connection is excited to announce our new Leadership Academy, a full year of monthly trainings focused on how to successfully navigate the journey from individual contributor to a supervisor of others.

Leadership — the art of motivating a group of people to act toward achieving common goals — requires a unique perspective and skill set that can be taught and practiced. This innovative curriculum integrates best practices from the business world with research from the fields of trauma-informed care and emotional intelligence, in recognition of the special challenges faced by leaders in the human services.

This series is designed for maximum flexibility and convenience. The first module is a prerequisite for the series. The rest of the series can be taken in any order and will be offered on a rolling basis.



## LEADERSHIP DEVELOPMENT COURSE

# Leadership Academy: Becoming a Leader

Supervision has a pivotal function in any organization. Supervisors are responsible for nurturing the most valuable asset of any agency — its staff — while also ensuring the effective and appropriate provision of services to clients. Making the transition from individual contributor to the supervisor of others is a critical stage of professional development, and this training will prepare novice supervisors and managers for their new responsibilities.

The first half of the training will be an exploration of the role of the supervisor and what it means to be a leader of others. Self-awareness, becoming aware of our values, biases, and natural leadership style, will be discussed. The second half of this training will focus on the importance of emotional intelligence for supervisors and will outline a trauma-informed approach to supervision. This day-long training will provide new and experienced supervisors with an understanding of the essential elements of supportive supervision, and the tools they need to develop a competent and confident team that feels supported and valued by the organization.

**This session is a pre-requisite to completing the other upcoming courses. Participants must attend both days to complete the training.**

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### DATES

October 8 & 9, 2020

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### TIME

9:30am – 12:30pm

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### LOCATION

This is an online event

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### PRESENTERS

Michele Klimczak, LMSW, Director of Training & Grant Management, The Connection

Nikita Joslyn, LMSW, Training & Staff Development Specialist, The Connection

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### COST: \$90

**CONTINUING EDUCATION:** This training has been approved for 6 Continuing Education Credit Hours by the National Association of Social Workers, CT (NASW) and Connecticut Certification Board (CCB).



# Leadership Academy: Developing a Customer Service Orientation for Supervisors

Providing quality customer service is an integral part of the success of any business, but it is not often a focus in the non-profit world. Developing a strong customer service culture requires commitment from the top, as well as the competent and engaged staff who are clear about their role in carrying out the agency mission. The supervisor, as the liaison between upper management and program staff, plays a pivotal role in ensuring successful service delivery. This course will give supervisors the knowledge and skills they need to create program cultures emphasizing empathy and excellence for staff and clients alike.

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**DATE**

November 10, 2020

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**TIME**

9:00am – 12:00pm

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**LOCATION**

This is an online event

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**PRESENTER**

Michele Klimczak, LMSW, Director of Training & Grant Management, The Connection

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**COST: \$65**

**CONTINUING EDUCATION:** This training has been approved for 3 Continuing Education Credit Hours by the National Association of Social Workers, CT (NASW) and Connecticut Certification Board (CCB).



# Leadership Academy: Motivational Interviewing for Supervisors

Motivational Interviewing (MI) has emerged as a core practice for working with clients across a broad range of problem areas and care settings. This interactive 1-day training course provides guidelines and tools that can be used by supervisors to evaluate and improve MI skill development for their staff. Supervisors will learn coaching techniques — modeling the MI communication style — to implement as a core program practice.

**Participants must have completed at least one in-person Motivational Interviewing course to attend this session. Participants must attend both sessions to complete the training.**

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**DATES**

September 17 & 18, 2020

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**TIME**

1:00pm – 4:00pm

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**LOCATION**

This is an online event

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**PRESENTER**

Raymond Tafrate, PhD, National Author & Trainer

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**COST: \$90**

**CONTINUING EDUCATION:** This training has been approved for 6 Continuing Education Credit Hours by the National Association of Social Workers, CT (NASW) and Connecticut Certification Board (CCB).



# Leadership Academy: Team Building Skills

A supervisor is not only responsible for the individual contributions of staff members. A key skill for supervisors is creating a cohesive, collaborative team that works effectively toward shared goals. Topics to be covered will include integrating new members into the team, enhancing communication, building and maintaining trust, cultivating positive motivation, and managing conflict within a group.

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**DATE**

October 16, 2020

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**TIME**

9:00am – 12:00pm

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**LOCATION**

This is an online event

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**PRESENTERS**

Nikita Joslyn, LMSW, Training & Staff Development Specialist, The Connection  
Alison Friar, Director of Clinical Development for The Connection

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**COST: \$65**

**CONTINUING EDUCATION:** This training has been approved for 3 Continuing Education Credit Hours by the National Association of Social Workers, CT (NASW) and Connecticut Certification Board (CCB).





# Leadership Academy: Project Management

Projects are naturally chaotic. The primary business function of project management is organizing and planning projects to tame this chaos. Ensuring the right people do the right things at the right time and ensuring the team follows the proper project process throughout the entire project lifecycle is what makes project management so important to an efficient organization. Surprisingly, many large and well-known companies have reactive planning processes. In addition to the key strategies, the importance of emotional intelligence in successful project management will be a core area of focus.

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**DATE**

January 14, 2021

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**TIME**

9:00am – 12:00pm

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**LOCATION**

This is an online event

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**PRESENTER**

Jessica Smith, LMFT, Deputy Chief of Business Development, The Connection

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**COST: \$65**

**CONTINUING EDUCATION:** This training has been approved for 3 Continuing Education Credit Hours by the National Association of Social Workers, CT (NASW) and Connecticut Certification Board (CCB).



# *Transitioning from an Employee to Supervisor*

Moving into a supervisory position means meeting new challenges, taking on new responsibilities, and mastering new skills. This training will discuss the crucial aspects of becoming a new supervisor, which includes effective communication, building trust and gaining respect, motivating others to achieve results, and developing your management style. What you learn in this class will arm you with a powerful new set of skills, strategies, and techniques for dealing with the new encounters you will face as you take on your new position and move forward in your career.

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**DATE**

February 23, 2021

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**TIME**

1:00pm – 4:00pm

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**LOCATION**

This is an online event

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**PRESENTER**

Nikita Joslyn, LMSW, Training & Staff Development Specialist, The Connection

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**COST: \$65**

**CONTINUING EDUCATION:** This training has been approved for 3 Continuing Education Credit Hours by the National Association of Social Workers, CT (NASW) and Connecticut Certification Board (CCB).



The Institute for Innovative Practice at The Connection can partner with you to create professional development courses that are specific to your organizational needs. Please contact Director of Training & Grant Management, Michele Klimczak, MA, LMSW, for more information.

{ MICHELE KLIMCZAK, MA, LMSW  
DIRECTOR OF TRAINING & GRANT MANAGEMENT  
860 343-5500 x1051  
MKLIMCZAK@THECONNECTIONINC.ORG }

[theconnectioninc.org/training-courses](https://theconnectioninc.org/training-courses)