

Recruitment & Retention Learning Collaborative

Orientation Webinar

Sponsored by: **Great Lakes
Addiction Technology
Transfer Center**

Presenters:
**Alfredo Cerrato
Michael Hoge**



Great Lakes (HHS Region 5)
ATTC Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration



Welcome!

- Sponsors
 - Great Lakes Addiction Technology Transfer Center
 - Ohio Mental Health and Addiction Services
 - Annapolis Coalition on the Behavioral Health Workforce
- Participating organizations
- Collaborative leader



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- Presentation Slides:
<https://bit.ly/2Dy7nJN>



Learning Collaborative Process

- Change Management Teams created
- Orientation teleconference
- Learning Collaborative meeting (in person)
- Plan development & implementation
- Ongoing technical assistance
- Brief bi-monthly reports
- Three conference calls on interventions, progress, obstacles & sustainability



Learning Collaborative Content

- Education about:
 - Identifying R&R challenges & goals
 - Best practices in R&R
 - Templates for building a R&R plan
 - Measurement of R&R
 - Strategies for bringing about change in your organization
 - Sustaining plans and change
- Review and feedback on plans
- Peer learning



Organizational Commitment: Senior Leader

Senior Leader

- Commitment & ultimate responsibility
- Appointment of team members
- Orientation & final conference call
- Review and approval of R&R plan
- Support of the team & plan
- Completion of satisfaction survey



Organizational Commitment: Change Management Team

Change Management Team

- Orientation call
- One day in person meeting
- Development, secure approval & implementation of R&R plan
- Development of sustainability plan
- Brief bimonthly reports
- Three teleconferences
- Completion of satisfaction survey



Key Dates

- In Person Meeting:
 - Change Management Teams
 - May 16, 8:30-4:30 EDT
 - Hilton Garden Inn – Columbus University Area, 3232 Olentangy River Road, Columbus, OH
- Learning Community Conference Calls
 - July 31, Noon – 1:30 EDT
 - September 16, Noon – 1:30 EDT
 - November 13, Noon – 1:30 EDT (last call includes senior leaders)



Meeting Day Logistics

Schedule

- Breakfast on your own
- 8:15 Registration/ meeting room open
- 8:45 am – Meeting start
- Noon – 12:45 Lunch on your own
- 4:30 Adjourn

Food & Beverage

- Water, coffee & tea in meeting room
- Food for purchase in building



Preparation for the Meeting

- Gather relevant information on R&R:
 - Your challenges and priorities
 - What, if anything, you've measured
 - What you've tried and how it worked
 - Ideas about what you might do next
 - Obstacles to success and how you might overcome them
- Where to find this information
 - In documents
 - By talking to your leaders and staff
 - In your memory
- Meet once as a team before May 16



Having Realistic Expectations

- Whatever you can gather in advance will help jump start your planning
- You won't have all the information and ideas when you arrive
- You'll discuss these issues during the meeting (with your team, consultants, and peers) and after you return to your agency



Of the jobs you've had...

- How did you get the position (what's your recruitment story)?
- What kept you there (what's your retention story)?

Please reminisce in advance about these questions.



What to Bring

- Your information
- **At least one laptop per Team**
- Pens and paper

Remember: 3 persons per Team



Questions?

Future questions about logistics should be directed to Alfredo Cerrato at alfredo.cerrato@wisc.edu

Future questions about the Collaborative process should be directed to Michael Hoge at michael.hoge@yale.edu

See you in Columbus!

