Recruitment & Retention Learning Collaborative Orientation Webinar

Sponsored by: Great Lakes Addiction Technology Transfer Center

Presenters: Alfredo Cerrato Michael Hoge







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: <u>https://bit.ly/2Dy7nJN</u>



## 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**

#### <u>Schedule</u>

- 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)?

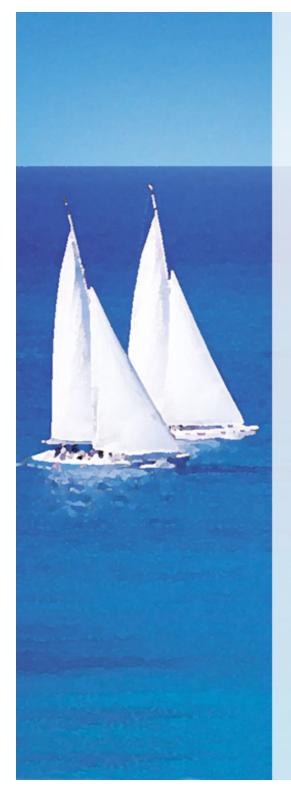
Please reminisce in advance about these questions.



## 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!