

DESCRIPTION

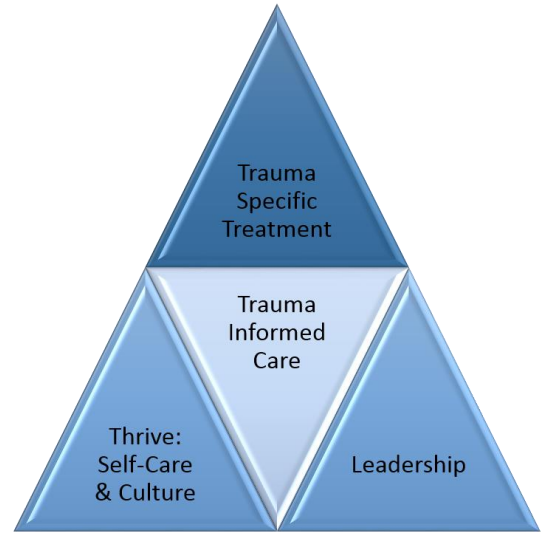
The **Trauma Informed Excellence®**, or TIE, Model was developed to give organizations and systems of care the knowledge and skills to fully integrate the trauma informed paradigm into their operations. There are four trainings in the TIE Series:

1. [Trauma Informed Care](#)
2. [Thrive: Self-care and Culture](#)
3. [Leadership](#)
4. [Trauma Specific Treatment](#)

The Trauma Informed Paradigm

Paradigm Shift: A new way of thinking that challenges existing belief structures.

Trauma Informed definition (SAMHSA): "When a human service program takes the step to become trauma-informed, every part of its organization, management, and service delivery system is assessed and potentially modified to include a basic understanding of how trauma affects the life of an individual seeking services. Trauma-informed organizations, programs, and services are based on an understanding of the vulnerabilities or triggers of trauma survivors that traditional service delivery approaches may exacerbate, so that these services and programs can be more supportive and avoid re-traumatization."



Traditional Paradigm	Trauma Informed Paradigm
➤ Clients are sick, ill, or bad	➤ Clients are hurt and suffering
➤ Client behaviors are immoral and need to be punished	➤ Client behaviors are survival skills developed to live through the trauma but are maladaptive in everyday society
➤ Clients can change and stop immoral destructive behavior if they only had the motivation	➤ Clients need support, trust and safety to decrease maladaptive behaviors
➤ Manage or eliminate client behaviors	➤ Provide opportunities for clients to heal from their trauma
➤ Staff should come to work every day at their best and perform to leadership's expectations	➤ Leaders need to create strong organizational culture to combat trauma and stress associated with work with traumatized clients
➤ System of care should be created to minimize short term costs and contain immoral behaviors	➤ System of care invests in healing trauma, saving money over the long term

IN-PERSON TRAININGS

Trauma Informed Care

Recent research on the brain and trauma provides those working in the helping professions a new paradigm to conceptualize and use in work with clients. Understanding how trauma impacts brain development puts harmful behaviors and destructive thinking patterns into context, and gives helpers a roadmap to build relationships and promote healing and growth. This training presents the Trauma Informed paradigm in a practical context, giving learners a theoretical foundation as well as tools to apply immediately to their work with clients. Through the application of this Trauma Informed paradigm, direct care workers/helpers can minimize re-traumatization of clients while creating an environment for the traumatized individual to regain control of their lives. Participants will be able to:

- Describe trauma informed principles and theories
- Conceptualize how the brain is impacted by trauma

- Identify the role of trauma in human development
- Name how the structure of the brain impacts behaviors
- Describe the role of relationships in brain development and behaviors
- Describe how programs and interventions can promote healing and growth

Thrive: Self-care & Culture

Helping professionals are at risk of experiencing issues that mirror those of traumatized clients. Exposure to trauma, combined with a stressful work environment, can have dangerous consequences for the physical and emotional health of helpers. Knowledge is the best defense against burnout, vicarious trauma, and compassion fatigue. The Thrive training goes further than other self-care trainings by addressing the critical elements of health which enhance productivity and quality of work. Participants will be able to:

- Describe burnout, secondary trauma, vicarious trauma, and compassion fatigue
- Name techniques to insulate self from vicarious trauma, secondary trauma, and compassion fatigue
- Articulate how to increase efficiency and effectiveness at work by applying new developments in neurobiology
- Apply strategies to create a trauma informed culture in their team and organization

Leadership

This training provides leaders with skills and knowledge to propel their agencies, systems, or programs towards excellence. The Leadership training provides a practical model designed to enhance staff health, while maximizing clinical and organizational outcomes. The training presents a new paradigm of leadership for helping organizations, including a set of skills to implement in supervision of staff and management of programs. The approaches and strategies presented promote healing and growth, and can transform individuals, organizations, and systems of care. Both aspiring and experienced leaders will see their role and work in a whole new light. Participants will be able to:

- Minimize the impact of secondary trauma, vicarious trauma, compassion fatigue, and burnout on staff, organizations, and systems
- Understand the trauma informed paradigm and what leaders need to do in order to integrate it into their setting
- Utilize the concepts and approaches of Affective Leadership to prevent vicarious/secondary trauma and compassion fatigue
- Utilize the concepts and approaches of Intellectual Leadership to prevent burnout and maximize performance of staff
- Develop a Trauma Informed Leadership Plan to increase the health of staff and quality of services

Trauma Specific Treatment:

The core of the TIE Model is education about the impact of trauma on the individual. Staff with a foundational understanding of trauma are better able to maximize opportunities for growth and minimize the possibility of re-traumatizing the client. It is important for direct care professionals to assess the impact of trauma on the client in order for clinical interventions to have maximum effect. This training provides information about how people recover from trauma, and the best practice treatment models currently available. Participants will be able to:

- Understand the processes that lead to post traumatic growth
- Identify available trauma assessment tools
- Identify best practices and available trauma specific treatment for unique client populations

TRAINING OPTIONS: The trainings listed above are full day trainings. Coldspring Center also offers customized versions of these to meet the specific needs of the organization. Some popular formats are:

- 75-90 minute workshop
- Half-day training
- Full-day training
- Half or full day of facilitated implementation support and coaching, customized to the organization's specific needs. Designed to support the concepts presented in the TIE Online Training*
- Trainings can also be customized to focus on the particular needs of health care settings, mental health and substance abuse treatment providers, homeless services, libraries, schools, prevention and outreach programs, and HIV/AIDS service providers

PRESENTER INFORMATION:

Coldspring Center trainers utilize a participant-centered workshop approach, which includes interactions and adult learning activities to maximize learning, retention, and application of workshop concepts. These approaches, combined with a strong mastery of the topical research, allow delivery of in-depth subject matter in a practical manner, targeted to the audience. Presentations are a dynamic dance of cutting edge research, practical application, and a passion for the art and science of helping others.



Matt Bennett, MBA, MA has a Master's degree in community psychology and executive development (non-profit management), as well as a Master's in business administration. He specializes in the development of trauma informed care, quality improvement, and results-based leadership and clinical practices. Mr. Bennett has successfully combined his academic pursuits as a researcher and published author with his practical experience in leading nonprofit organizations and educational institutions to develop researched-based solutions to improve the health of individuals, organizations, and systems.



Olga M. Vera, Ph.D. is a licensed Clinical Psychologist with over 24 years of experience in the mental health field as an administrator, researcher, trainer, and treatment provider. Dr. Vera brings years of leadership experience and is considered a trauma expert in Colorado. She has worked in a variety of settings, such as higher education, hospital, community mental health, and non-profit agencies. Dr. Vera is an EMDRIA certified EMDR therapist, consultant, and training facilitator. Dr. Vera's treatment modalities includes Cognitive Behavioral Therapy, Dialectical Behavioral Therapy, Solution Focused Therapy, Motivational Interviewing, TF-CBT, Hakomi, PACT Couple Therapy, and Systems Approach. Dr. Vera has worked extensively with children, adolescents, and adults providing evidence-based treatment.

EVALUATION AND CONTINUING EDUCATION CREDITS: An in-person training evaluation and final report may be provided at the completion of the training. Individuals who complete the training may be eligible to earn Continuing Education Credits (CECs). Coldspring Center partners with the National Association of Social Workers – Colorado Chapter (NASW-CO) to provide the CECs. It is the responsibility of the organization/individual learner to confirm that their specific licensing body will accept CECs from NASW-CO.

SERVICES*

Services available	Cost
In-person training and facilitation <ul style="list-style-type: none">0 to 4 hours4 hours to 1 day	\$1,500 \$1,500 - \$3,000
Travel Expenses (airfare & baggage, ground transportation, hotel, meals)	To Be Determined
Technical Assistance, Coaching, Systems Implementation Support	\$125/hour
Webinar(s) to support implementation, facilitation, skills building	\$250 each

*You can find more information about the online curriculum at our website, ColdspringCenter.org, or contact us at Info@ColdspringCenter.org

CONTACT US:

Info@ColdspringCenter.org | www.ColdspringCenter.org
P.O. Box 18292 | Denver, Colorado 80218
720.635.5504