

THE TIE MODEL

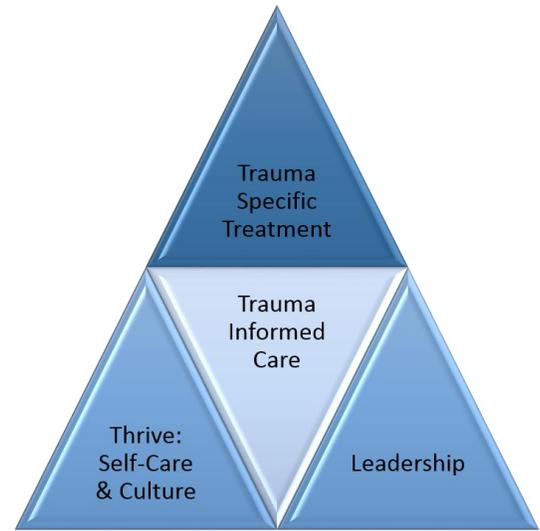
The **Trauma Informed Excellence®**, or TIE, Model was developed to give organizations and systems of care the knowledge and skills to fully integrate the trauma informed paradigm into their operations. There are four trainings in the TIE Series:

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 normal 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

ONLINE TRAINING:

Trauma Informed Care: 5 courses, approximately 5 hours of training

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.

1. Foundations of Trauma Informed Care & Physical Resiliency – Covers basic information on trauma, differentiates between trauma informed care and trauma specific treatment, and explains how helpers in various roles can successfully work with traumatized clients
2. Trauma & Social Health – Explores the impact of trauma on the social health of the client
3. Social Resiliency – Looks at the importance of clients' social resiliency and the role of helpers and organizations to help clients maintain healthy and safe relationships
4. Trauma & Mind Health – Explores the impact of trauma on the mind health of the client
5. Mind Resiliency – Offers specific strategies that helpers can use to improve the mind resiliency of their clients

Thrive: Self-Care & Culture Series: 7 courses, approximately 6 hours of training

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.

1. Introduction – Introduces the training and covers a few key concepts that will be used throughout the rest of the training
2. Stress & Burnout – Examines how to effectively approach the work of helping in the face of stress and burnout
3. Helping Trauma – Examines the dangers that result when trauma overwhelms the helper's ability to manage the work effectively
4. Physical Robustness – Focuses on strategies and approaches designed to improve the helper's physical, cognitive, and emotional health, as well as improve the quality of the services helpers deliver
5. Mind Robustness & Mindsight – Focuses on strategies to improve the helper's health and quality of work through building mind robustness and mindsight
6. Mind Robustness & Focus – Offers strategies and approaches for the helper, designed to better utilize the brain and maximize cognitive capacity
7. Social Robustness – Provides information on how personal and professional relationships can help improve robustness and resiliency

Leadership: 8 courses, approximately 6 hours of training

This training provides leaders with skills and knowledge to propel their agencies, systems, or programs toward excellence. Leadership 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.

1. Affective Leadership Concepts – Examines the concepts of stress and emotional contagion as they relate to the work of leading an organization and building a resilient workforce
2. Integrity – Identifies areas for establishing or improving integrity in leader/staff relationships, specifically looking at humility, honesty, trust, and safety
3. Positive Regard – Explores the concept of Positive Regard in a trauma informed environment. Includes the key components: Positive Outlook, Caring, and Growth Mindset.
4. Intellectual Leadership Concepts – Presents foundational key concepts and strategies to focus staff on excellence and improve both client and organizational outcomes
5. Engagement, Fit & Democracy – Explores Intellectual Leadership and the concepts of engagement, fit, and democracy. These concepts help bring focus so that staff's full cognitive capacity is present for the work of helping.
6. Engagement, Values & Vision – Examines the role of shared values and vision as tools that provide the energy and focus to move an organization together toward excellence
7. Accelerators – Presents the concepts of accountability and recognition as accelerators for excellence
8. Trauma Informed Supervision – Presents the concept of trauma informed supervision. Supervision can improve emotional and intellectual capacity within organizations, and is critical for changes necessary in the trauma informed journey.

Trauma Specific Treatment: 2 courses, approximately 2 hours of training

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 professionals an understanding of how people recover from trauma and the best practice treatment models currently available.

1. Post Traumatic Growth & Assessment – Introduces the concept of Post Traumatic Growth as a foundation for trauma treatment and presents information on best practices in trauma assessment, within both therapeutic and non-therapeutic contexts
2. Research-Based Methods – Provides a general overview of the evolving field of trauma specific treatment and a knowledge base to make appropriate referrals

CONTINUING EDUCATION CREDITS: 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.

- 19 CECs are available for those going through the whole series, including the leadership training
- 13 CECs are available for those not taking the leadership training

ONLINE TRAINING TECHNICAL REQUIREMENTS: All training material and quizzes are managed using Coldspring Center’s online Learning Center. To access the training, the learner’s web browser must support cookies and Adobe Flash. Please use Internet Explorer, Google Chrome, Mozilla Firefox, or Apple Safari. iPads are not compatible. Speakers or earbuds are recommended to fully access this content.

TIE IMPLEMENTATION OPTIONS

For Organizations taking TIE Online, Coldspring Center will provide monthly progress reports at no extra cost, to help managers monitor their staff’s progress. Each course also includes a short quiz at the end to assess knowledge acquisition. A participant level Quiz Report can be provided upon completion of the curriculum.

Additional technical assistance is available either in-person, conference calls, or as web-based meeting/webinar support to facilitate TIE Concepts, plan for TIE implementation, implement TIE strategies, and to evaluate TIE progress.

An optional Pre/Post Assessment to document systems change over time is available. It is implemented before the start of online training and again 6 months after the completion of coursework.

SERVICES*:

Services available	Cost	20 or more learners Discount – 20%
Access to the Online Training • TIE 4 training package (online) – Per Person	\$155/person	\$125/person
Pre/Post Assessment	\$500/cohort	
Technical Assistance, Coaching, Systems Implementation Support (optional)	\$125/hour	
Webinar(s) to support implementation, facilitation, skills building (optional)	\$250/hour	

*This training can also be offered in-person. This entire curriculum would typically be four full days of training, but can be adapted to meet the specific needs of the organization. Please contact us for more information.

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