



2014

INARF PRE & ANNUAL

CONFERENCE

March 12 - 14

Sheraton Indianapolis

REGISTRATION &
CONFERENCE BROCHURE



INARF is proud to partner with Meridian Health Services to offer a dedicated dual-diagnosis track to Annual Conference attendees.



Please Join Us...

On March 12 - 14, the 2014 INARF Pre-Conference and Annual Conference will welcome over 500 attendees from around the state of Indiana seeking professional development, networking, and the opportunity to gain knowledge of products and services available to assist them in providing support to individuals with developmental disabilities.

For 40 years, INARF has brought together Hoosier providers who strive to provide innovative and effective services for persons with disabilities. This year, we celebrate our Ruby Anniversary, recognizing the members whose contributions have made INARF what it is today. After four decades of growth and influence, INARF is 77 institutional members and 44 associate members strong.

INARF's success was built over time through the contributions and support of our members and those organizations who invest in our various conferences and meetings. Our members, sponsors and exhibitors have helped us grow throughout the years, and are truly a part of the INARF family. Your support and participation are integral to our success and greatly appreciated!

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■ CONFERENCE SCHEDULE AT-A-GLANCE ■

Wednesday, March 12 (Members Only)

9:00 a.m. - 10:00 a.m.	Pre-Conference Registration
10:00 a.m. - 3:00 p.m.	Leadership Symposium
5:00 p.m. - 8:00 p.m.	Member Reception & Dinner

Thursday, March 13

7:30 a.m. - 9:00 a.m.	Registration
9:00 a.m. - 10:30 a.m.	Welcome & Keynote Presentation
10:45 a.m. - 12:00 p.m.	Concurrent Educational Sessions
12:00 p.m. - 1:30 p.m.	Annual Awards Luncheon
1:45 p.m. - 4:30 p.m.	Concurrent Educational Sessions
4:45 p.m. - 6:30 p.m.	Annual Conference Reception

Friday, March 14

7:30 a.m. - 9:00 a.m.	Registration
8:00 a.m. - 4:30 p.m.	Exhibition Hours
8:00 a.m. - 9:00 a.m.	Breakfast with the Exhibitors
9:00 a.m. - 12:00 p.m.	Concurrent Educational Sessions
12:00 p.m. - 1:30 p.m.	Lunch with the Exhibitors
1:30 p.m. - 2:45 p.m.	Concurrent Educational Sessions
3:15 p.m. - 4:30 p.m.	Concurrent Educational Sessions

■ SPONSORS & EXHIBITORS ■

Thank You... to our 2014 INARF Annual Conference Partners.

Their support enables us to provide high quality speakers and events that make the conference a success. These sponsors and exhibitors are an excellent resource for learning about the products and services available to serve individuals within the human service industry. INARF is proud to announce the following Sponsors and Exhibitors of the 2014 INARF Annual Conference:

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■ ANNUAL PRE-CONFERENCE ■

Wednesday, March 12

10:00 a.m. - 3:00 p.m.

Pre-Conference Leadership Symposium

The INARF Annual Pre-Conference brings agency leaders together for a dynamic, one-day event just prior to the Annual Conference. This exclusive members-only program delivers pertinent information decision makers need to get ahead and stay informed as our industry grows and changes. This year's Pre-Conference theme centers around change, and the ways in which successful organizations implement crucial changes and adapt to new business frontiers.

Leading Change

Successful organizations must be able to adapt quickly. Change is constant, and leaders must respond appropriately. You'll learn about the critical role you play in the change process and receive tools for developing a greater resiliency to change in yourself and those you lead. You'll come away better prepared to formulate a change strategy that will give your organization clear direction and a competitive advantage.

Session Outcomes

Participants will measure current change leadership abilities through self-assessments and understand effective change leadership behaviors including:

- Modeling the change
- Communicating about the change
- Involving others in the change
- Helping others break from the past
- Creating a supportive environment for the change
- Develop your change leadership skills
- Learn how to generate greater support for change efforts
- Improve the organization's ability to lead change initiatives



Linda Dausend, Consultant, Flashpoint HR

Throughout her career, Linda Dausend has undertaken a wide range of talent management initiatives, from providing management and leadership development, to coaching employees, to creating comprehensive training programs. She's worked in a number of industries, including retail, manufacturing, and services.

Linda applies her broad experience to help FlashPoint clients develop more strategic approaches toward managing talent and to help them prepare leaders who actually lead. She plays a key role in talent development programs, designing and facilitating manager training for dozens of companies. She also provides expertise in building talent processes and systems, including talent acquisition programs and performance management programs.

5:00 p.m. - 7:30 p.m.

Member Reception and Dinner

For 40 years, INARF members have been coming together for networking and professional development events. The annual Member Reception & Dinner takes place after the Pre-Conference and before the Annual Conference, allowing members to network and engage with colleagues. Please plan to join us.

■ KEYNOTE / EDUCATIONAL SESSIONS ■

Thursday, March 13

9:00 a.m. - 10:30 a.m.

Opening Welcome and Sponsor Acknowledgements

Steve Sacksteder, INARF Board Chair and Kimberly A. Opsahl, INARF President & CEO

Keynote Presentation



Finding Your Passion

Presented by: Dr. Chuck Dietzen

In this energy-charged, motivational presentation, participants will hear humorous, heartwarming and heartbreaking stories about the people that we serve and the work that we do as disability service providers. Participants will learn the principles needed to make a difference in the world, review creative solutions for helping those in need and discuss the needs of persons with disabilities around the world.

10:45 a.m. - 12:00 noon

Concurrent Educational Sessions

SESSION KEY For guidance on educational sessions by INARF Professional Interest Section, use the following key:



ALL SECTIONS



COMMUNITY
SUPPORTS



EMPLOYMENT



BUSINESS &
INDUSTRY



FINANCIAL
MANAGEMENT



HUMAN
RESOURCES



CHILD/ FAMILY
SERVICES



LEADERSHIP
DEVELOPMENT

Designing Effective Transitions to Kindergarten

Presented by: Alice Frazeur Cross, Ed. D.



There is more to transition planning than doing a spring kindergarten round-up - transition is an ongoing process. Attendees will discuss the rationale for planning transitions and the practices that are currently being used by participants.

Learning Objectives:

- Identify the reasons for formal transition planning
- Discuss current practices and compare to evidence-based practices
- Identify existing transition resources for use in local communities
- Make plans to ensure that children's preschool learning will be on target for kindergarten

Meaningful & Measured: A Balancing Act of Between Qualitative and Quantities Outcome Performance in Fundraising

Presented by: Matt Harrington & Leigh Ann Jacobson



The importance of using both qualitative and quantitative performance indicators in all stages of the fund development process - through planning, execution and evaluation. Presenters will challenge each other throughout the session, each offering an opposing viewpoint and delivery style. Mr. Harrington will focus on quantitative measures; whereas, Mrs. Jacobson will focus on qualitative methods.

■ EDUCATIONAL SESSIONS ■

Thursday, March 13

10:45 a.m. - 12:00 noon

Concurrent Educational Sessions (Continued)

21 Leadership Truths

Presented by: Kip (Clifford) Backscheider

ALL

Leadership is a process of discovering and developing strengths in oneself and in others. This workshop is a fast-paced multimedia look at 21 basic and easily overlooked aspects of leadership. Each one is presented with examples, easily remembered reminders, pictures, and practices participants will keep with them and utilize on the job.

Learning Objectives:

- Learn to lead from your authentic self
- Develop crystal clear vision
- Make the best decisions closest to the action

Mobile Essentials

Presented by: Andy Wolber

CSS ES FMS LDS

Ready to “go mobile”? Learn how to choose the right mobile tools (laptop? smartphone? tablet?) for your organization's needs. You'll learn how nonprofits are using these tools to collaborate on documents and projects, track client or donor information, and schedule and hold meetings almost anywhere.

Learning objectives

Participants will know how to:

- Select a mobile platform and device
- Select an application for individual and organization-wide use
- Address deployment /change management issues

HIPAA – How the Changes Impact Your Organization

Presented by: John C. Gilliland II

FMS HRS LDS

This program will provide an overview of the significant changes made by new HIPAA rules which became effective in 2013.

Learning Objectives:

- Address the importance of developing new business associate agreements
- Review changes to privacy notices, routine audits and increased enforcement
- What to do if your agency is not in compliance.

From Miserable to Masterful Meetings

Presented by: Len Mozzi

ALL

Most of us attend too many, often miserable, meetings. This workshop presents three techniques to take meetings from miserable to masterful. Change from topic agendas to action-packed agendas that focus on getting things done. Learn how to maximize participation to include every participant. End every meeting with a plan for action. Expect to be challenged and have fun in this interactive session.

Learning Objectives:

- Learn to differentiate between a topic agenda and an action-packed agenda to help in facilitating more productive meetings
- Learn facilitation techniques to maximize participation and include everyone in the meeting
- Understand how to put together action plan models that end meetings with clear directives and assignments

■ EDUCATIONAL SESSIONS ■

Thursday, March 13

12:00 p.m. - 1:30 p.m.

INARF Annual Awards Luncheon

Every day, INARF member agencies and community partners strive to help persons with disabilities create fulfilling lives for themselves, discover their passions, and play an active role in their communities.

Once a year, INARF honors the best of the best in the DSP workforce, agency leadership, community partnership, and persons with disabilities who are following their dreams. We are pleased to honor the following award recipients during our Annual Awards Luncheon:

James M. Hammond III Award
Keystone Award
Partnership Award
Justin Dart Personal Achievement Award
Costa N. Miller Scholarship Award(s)

Life Itself is a Death-Defying Act

Presented by: Dr. Chuck Dietzen



In this fun, inspirational and high-energy session, participants will interact with Dr. Chuck and some of his heroes to discuss living life to its fullest, regardless of ability or disability.

Learning Objectives:

- Discuss general medical considerations for camps and other activities for children with special needs
- Meet some of the little heroes involved in innovative programming
- Learn how people with disabilities can safely participate in adventurous activities

1:45 p.m. - 3:00 p.m.

Concurrent Educational Sessions

The Power of Early Childhood

Presented by: Benjamin Planton



Participants will learn about the Early Childhood longitudinal research into the benefits of high quality early childhood education to children, families, and communities. Additionally, participants will learn about quality improvements currently under way in the state.

Learning Objectives:

- Learn about the major studies and researchers in early childhood
- Learn about the societal and economic impacts of high quality early childhood education
- Talk about what high quality may look like
- Learn about IAEYC and how its projects improve quality

Using Paradoxes to Bring Out the Best in People You Supervise

Presented by: Kip (Clifford) Backscheider



A paradox is a statement which appears to have inconsistencies but in fact has two factors which, when worked in harmony, support each other. When the two factors work together, the leader achieves a balanced versatility of approach. The ability to maintain a balanced versatility provides a great advantage to focused leaders.

Learning Objectives:

- Discuss the ways in which we form and hold opinions
- Explore the way individuals make decisions, get things done, and drive performance
- Learn how we make group decisions and delegate work

■ EDUCATIONAL SESSIONS ■

Thursday, March 13

1:45 p.m. - 3:00 p.m.

Concurrent Educational Sessions (Continued)

Managing the Information Deluge

Presented by: Andy Wolber

ALL

Learn how to stay up-to-date on the latest news in your field without drowning in digital information. Track what is being said about your agency (and you!) online and quickly save information to read or find later.

Learning objectives

Participants will know how to...

- Configure a service to be notified when specific keywords are used online
- Save web and mobile info for later use

Wage & Hour: Avoid the Pitfalls

Presented by: John C. Gilliland II

FMS HRS LDS

Government enforcement of wage and hour laws has become very aggressive, and private wage and hour lawsuits are flooding the court system. This workshop will address many aspects of wage and hour compliance and other key concepts.

Learning Objectives:

- Discuss wage and hour compliance, including why and how enforcement has increased
- Learn what is meant by "salary basis of payment" and the need for a compliant procedure
- Review basic wage and hour concepts, including the travel time, training time, the 8/80 rule and "regular rate"

Real World Ethics for Organizations

Presented by: Karl Ahlrichs

ALL

Organizations that promote a culture built on a solid, ethical foundation are better able to manage risk and create an environment of integrity, trust, and purpose for all employees. It is the integrity of those who make up the organization that drives long term success. Many people fail to understand that both they and their employer are most effectively served through ethical conduct.

Learning Objectives:

- Identify the moral questions in organizations, and apply moral reasoning to situations and defend the conclusions of that reasoning
- Recognize ethical considerations and the values relevant to those considerations
- Evaluate common beliefs about ethics

3:15 p.m. - 4:30 p.m.

Concurrent Educational Sessions

(Continued) - Using Paradoxes to Bring Out the Best in People You Supervise

Presented by: Kip (Clifford) Backscheider

Session description located on page 7.

(Continued) - Wage & Hour: Avoid the Pitfalls

Presented by: John C. Gilliland II

Session description located to the left.

(Continued) Real World Ethics for Organizations

Presented by: Karl Ahlrichs

Session description located above.

■ EDUCATIONAL SESSIONS ■

Thursday, March 13

3:15 p.m. - 4:30 p.m.

Concurrent Educational Sessions (Continued)

Compassionate End of Life Care

Presented by: Dr. Chuck Dietzen



Participants will be encouraged to interact with Dr. Chuck, the former Medical Director of Pediatric Hospice at St. Vincent Hospital in Indianapolis. Group discussions will include ethics and philosophy of end of life care, including addressing spiritual considerations in this work.

Learning Objectives:

- Learn about the medical philosophy of end of life care
- Discuss near death experiences
- Learn about policies and regulations regarding end of life care

Security Essentials

Presented by: Andy Wolber



Learn proven methods to improve system security at your organization, including how to configure your computer login settings, check for software updates, block malware, improve your passwords, backup data, and enable two-factor authentication. We'll look at how security practices differ for small, medium and large size organizations.

Learning Objectives

Participants will know how to:

- Configure systems to require login and auto-update
- Set up two step authentication
- Establish a security policy appropriate to the agency's size

Thursday, March 13

4:45 p.m. - 6:30 p.m.

Annual Conference Reception

Plan to greet old friends and colleagues and meet new ones while networking in a relaxing atmosphere. The Annual Conference Reception is a great way to extend your first day of learning and networking by mixing with your peers over cocktails and hors d'oeuvres.



Friday, March 14

8:00 a.m. - 5:00 p.m.

Exhibition Hall Open

For four decades, INARF has been a catalyst for innovation, offering unique educational and training opportunities for members. The Annual Conference brings together many INARF Associate Members and other organizations focused on improving the lives of persons with disabilities and empower agencies to effect positive change. Be sure to visit the Annual Conference Exhibition to learn more about the services and products which can provide your agency with a competitive edge.



■ EDUCATIONAL SESSIONS ■

Friday, March 14

9:00 a.m. - 10:15 a.m.

Concurrent Educational Sessions

The Functional Impact of Cognitive Deficits Associated with Traumatic Brain Injury (TBI)

Presented by: Doug Beebe



In this session, participants will receive an overview of the variety of cognitive and functional deficits resulting from Traumatic Brain Injury. Those attending will be introduced to strategic differences in rehabilitation approaches to brain injury and how the cognitive deficits directly impact what approaches can and cannot be used. They will also gain an understanding of Traumatic Brain Injury as a chronic disease and strategies for successful long-term supports.

Attendees will:

- Learn about the various mechanisms of injury and their implications
- Be introduced to the frequency of traumatic brain injury
- Explore new research into the functional organization of the brain
- Understand the complexity of brain injury rehabilitation
- Discuss various therapeutic approaches to address functional deficits
- Review the role of the multidisciplinary team in brain injury

The Role of Forensic Examiner and Persons with Disabilities

Presented by: Janean Fossum



Participants will gain an understanding of the severity of violence in the community of individuals with disabilities, the many factors that make individuals vulnerable, and the importance of special considerations during exams and interviews. (Continued)

(Continued) The Role of Forensic Examiner and Persons with Disabilities

Presented by: Janean Fossum

Learning Objectives:

- Recognize the multiple signs of abuse as it relates to individuals with disabilities
- Learn about the role of the Forensic Examiner in the care of individuals with disabilities and the special considerations for an effective and thorough interview

Employment Learning Community, Building Blocks for Systems Change

Presented by: Karen Flippo, M.R.A.



There are several federal initiatives that are heightening the importance of state agency systems change as critical facilitators of employment (the ODEP Employment First project, the State Employment Leadership Network and the Partnerships in Employment Transition Systems Change Project). This 1.5-hour presentation will acquaint participants with another one of these initiatives, the Employment Learning Community (ELC). (Continued)

Learning Objectives:

- Gain knowledge about the new national employment initiative, the Employment Learning Community
- Learn how state employment collaboratives will be used as a vehicle to gather information, provide expert guidance to policy development, and work to implement project recommendations
- Hear the results of the first rounds of the Delphi panel regarding the most important values, policies and practices that impact employment for individuals with intellectual and developmental disabilities

■ EDUCATIONAL SESSIONS ■

Friday, March 14

9:00 a.m. - 10:15 a.m.

Concurrent Educational Sessions (Continued)

Can I Smoke Crack on my Break?

Understanding The Neurology of Employee Substance Abuse & Drafting A Proper Substance Abuse Policy

Presented by: Scott Warwick



Alcohol and substance abuse have become national problems, and employers must be prepared to identify and deal with employees substance abuse both on and off the job. This session will show you how to define “substance abuse” in your organization, how to use the new federal drug testing cut off levels to your advantage, how to address employees who are using legal drugs in the workplace, what types of “substance abuse testing” you should be using, what substance abuse actually looks like in your brain and why it incapacitates your ability to function both on and off the job. (Continued)

Learning Objectives:

Attendees will learn...

- How drug and alcohol abuse impairs employees
- How to draft a proper Substance Abuse Policy
- How managers should identify and document “reasonable suspicion”
- What an employer should do about the use of legal drugs

Performance Measures: Understanding Their Importance in Today's Health Care World

Presented by: Eileen Elias, M.Ed.



The health care system, as it integrates with behavioral health providers, necessitates collaborative improvements in systems-based care, improved accountability, consumer choice, and improved quality based on cost effective treatment. (Continued)

(Continued) Performance Measures: Understanding Their Importance in Today's Health Care World

Presented by: Eileen Elias, M.Ed.

It is important that providers, policy makers, evaluators and agency leaders understand why performance measures are increasingly important, how to develop sound measures, and grasp the strengths and challenges of performance measures and their impact on public and private payers' support of a provider's services. This workshop is designed to provide participants with both an understanding of performance measures and hands-on experience in developing and discussing organization-based measures.

Brought to you By:



10:45 a.m. - 12:00 noon

Whose Grief Is It Anyway? Understanding the Impact of Grief, Loss, Death and Dying for Persons with Disabilities and Their Caregivers

Presented by: Lann Thompson



In this interactive presentation the underlying assumptions, concepts, theories and practical applications for persons with disabilities and their caregivers will be explored and discussed with case examples.

Learning Objectives:

Attendees will:

- Learn the assumptions underlying all grief and loss theories.
- Identify grieving/coping style styles for themselves and persons with disabilities
- Understand the impact of grief, loss, death and dying on persons with disabilities and their families and, on staff and caregivers due to the loss of persons with disabilities in their care.
- Apply practical applications to their caregiving with case examples.

■ EDUCATIONAL SESSIONS ■

Friday, March 14

10:45 a.m. - 12:00 noon

Concurrent Educational Sessions (Continued)

(Continued) - The Role of Forensic Examiner and Persons with Disabilities

Presented by: Janean Fossum

Session description located on page 10.

(Continued) - Can I Smoke Crack on my Break?

Presented by: Scott Warwick

Session description located on page 11.

(Continued) Performance Measures: Understanding Their Importance in Today's Health Care World

Presented by: Eileen Elias, M.Ed.

Session description located on page 11.

Behavior Resulting from Cognitive Deficits Associated with Traumatic Brain Injury (TBI)

Presented by: Doug Beebe



Participants will receive an overview of the variety of behavioral issues resulting from traumatic brain injury. Behavioral approaches to various neuro-behavioral syndromes will be highlighted, as will inter-ventional strategies for behavioral manifestations of underlying cognitive deficits. Implications for long-term supports will be discussed, with a focus on residential and vocational options.

Attendees will:

- Be introduced to neurobehavioral interventions
- Gain an understanding of several neuro-behavioral syndromes
- Learn about specific approaches for different syndromes
- Understand the frequency and impact of co-occurring mental illness after brain injury
- Understand the relation of neurological damage to behaviors

Partnerships to Employment: Promising Futures for Youth in Transition

Presented by: Karen Flippo



A promising future for youth with disabilities is heavily influenced by their high school experiences, particularly those that help prepare youth for the world of work. These experiences, coupled with a smooth transition to adult employment services, are critical to successful post-graduation outcomes. The Partnerships in Employment Transition Systems Change project is a federally funded initiative to improve transition, post-secondary and inclusive and competitive employment outcomes in eight states. Entering the third year of a five-year cycle, these states are devising or revising policies and practices at the state and local level that will transform current systems.

Session Objectives:

As a result of attending this session Participants will:

- Gain knowledge about a High Performing States in Transition Framework and how this framework supports systems change.
- Learn how 8 states are approaching transition systems change corresponding to their unique histories, politics and policies and stakeholder groups.
- Learn how these states are building and supporting coalitions to sustain systems change efforts once their funding ceases.

12:00 noon - 1:30 p.m.

Lunch and Learn with the Exhibitors

Continue your interaction with the conference vendors while enjoying lunch!

■ EDUCATIONAL SESSIONS ■

Friday, March 14

1:30 p.m. - 2:45 p.m.

Concurrent Educational Sessions

Whose Grief Is It Anyway? Understanding the Impact of Grief, Loss, Death and Dying for Persons with Disabilities and Their Caregivers

Presented by: Lann Thompson



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Learning Objectives:

Attendees will:

- Learn the assumptions underlying all grief and loss theories.
- Identify grieving/coping style styles for themselves and persons with disabilities
- Understand the impact of grief, loss, death and dying on persons with disabilities and their families and, on staff and caregivers due to the loss of persons with disabilities in their care.
- Apply practical applications to their caregiving with case examples.

Pureed Foods - Creating Appetizing Meals

Presented by: Ann Overmyer



Does your staff struggle with providing a nutritionally adequate, appealing pureed meal? This demonstration session will provide information and training to help your team better plan and prepare pureed meals.

Learning Objectives:

Attendees will:

- Identify the components of a nutritionally adequate, visually appealing and appetizing puree meal.
- How to correctly puree foods.
- Learn which foods and liquids are appropriate for pureeing.

Fatal Four

Presented by: Janean Fossum



This session will focus on the most common medical issues that result in mortality with individuals with disabilities. In this session, Ms. Fossum will cover the concerns to be aware of regarding aspiration, constipation, dehydration and seizures in order to better safely support both stable and medically fragile individuals with disabilities.

Working on Purpose

Presented by: Connie Ferrell, MSW, LCSW



This highly interactive workshop combines opportunities for self-reflection, shared experience and practical application relevant to supporting people with disabilities in the exploration, discovery and acquisition of civic engagement through meaningful employment. Participants will be introduced to and provided with a copy of two practical tools with which to define focus and direction for community employment and other valued social roles.

Coaching the Hypersensitive Employee

Presented by: Scott Warwick



We all know them: Hypersensitive people. They can destroy our environments as they fail to take responsibility for their own actions, they always play the victim and, in the end, bully everyone around them. This session will define "hypersensitivity," what role "emotional intelligence" and "neurology" plays in our hypersensitivities, and why most managers are "enablers" when it comes to dealing with hypersensitive people. Participants will explore how they can avoid this fate, and how to communicate with hypersensitive people in order to keep them off the defensive and have productive conversations. Participants will also learn how to use "empathic listening," "parroting" and "rewards" to coach employees. (Continued)

■ Annual Conference ■

Friday, March 14

1:30 p.m. - 2:45 p.m.

Concurrent Educational Sessions (Continued)

(Continued) Coaching the Hypersensitive Employee
Presented by: Scott Warwick

Learning Objectives:

Attendees will learn:

- How to define “hypersensitivity”
- How coach “hypersensitivity” employees
- How to define a “tolerant” environment that does not allow for “bullying” or “hypersensitivity”
- How to use “empathic listening,” “parroting” and “rewards” to keep employees off the defensive

Trauma and Individuals with Intellectual and Developmental Disabilities

Presented by: Lara Palay, LISW-S



Individuals with developmental disabilities are at higher risk of co-occurring mental illness, trauma and victimization than the general population. These individuals may also endure devastating effects from the resulting toxic stress. These lasting effects are often invisible – misattributed or overlooked, while the challenging behavior caused by this emotional stress can put individuals and staff at risk. This presentation will review some common presentations of mental illness, the incidence of trauma for this population, and the emotional and neurological impact of trauma. Participants will discuss the primary elements of evidence-based, trauma-informed care and practical strategies for clinicians, managers, and direct care professionals including real-life situations and questions from the audience.

Brought to you By:



3:15 p.m. - 4:30 p.m.

Concurrent Educational Sessions

(Continued) Fatal Four
Presented by: Janean Fossum
Session description located on page 13.

(Continued) Working on Purpose
Presented by: Connie Ferrell, MSW, LCSW
Session description located on page 13.

(Continued) Coaching the Hypersensitive Employee
Presented by: Scott Warwick
Session description located on page 13.

(Continued) Trauma and Individuals with Intellectual and Developmental Disabilities
Presented by: Lara Palay, LISW-S

Session description located on the left.

Developing Nutritious Menus

Presented by: Ann Overmyer



In this session attendees will learn how to develop menus using nutrition goals to plan a healthy diet or address health conditions. This session will incorporate the use of food displays, menu planning tools, recipes and grocery store weekly advertisements.

Learning Objectives:

Attendees will learn:

- The components of a nutritional adequate menu.
- Approaches to address health conditions when planning menus.
- Identification of food portion sizes for a nutritional adequate menu.
- The use of seasonal fruits and vegetables.

ANNUAL CONFERENCE SPEAKERS



Karl Ahlrichs has broad experience in handling complex organizational issues with uncommon sense. He is a national speaker and author, and is often quoted in the local and national media. Karl joined Gregory & Appel, an Indianapolis-based benefits and insurance service firm, after serving as a founding partner of ExactHire, a human resources services firm. Prior to that, he was in Business Development in the Indianapolis office of Marsh & McLennan and Vice President of Right Management Consultants. He has been named the SHRM Human Resource Professional of the Year for the State of Indiana, and holds the Senior Professional Human Resources (SPHR) certification.



Doug Beebe MS is a Vice President with AWS Benchmark where he manages ESN homes, Medically Fragile homes, multiple Waiver sites and day programs. He has provided behavioral supports to children and adults with autism, brain injuries and intellectual disabilities. In addition, he has been responsible for inpatient, outpatient and residential programs focused on individuals with brain injuries with a specialized focus on severe injuries and neurobehavioral rehabilitation.



Kip Backscheider J.D. has operated in both the non-profit and private industry arenas in fields such as construction, law and disability services and has made a lifelong study of leadership and team dynamics. He owns Tulane Solutions, a business consulting company providing straightforward advice to business leaders and organizations. Tulane Solutions focuses on vision and mission clarity, aligning team dynamics, leadership development, making effective hires and senior management coaching.



Carol Blessing L.M.S.W. owns and operates the Blessing Consulting Group, a private consulting firm whose mission is to provide resources, support and assistance to organizations, families and people who are living with disabilities to promote, build and live within inclusive natural communities throughout the world. She has over 20 years of direct care and administrative experience in human services. Carol has served on the faculty of Cornell University's Employment and Disability Institute in the School of Industrial and Labor Relations through which she has been credited with leading person-centered systems change initiatives on behalf of and with individuals who have disabilities within a variety of settings.



Alice Frazier Cross, Ed. D. is a Research Associate with the Early Childhood Center at the Indiana Institute on Disability and Community, IU-B. Over the years her work has focused on school readiness skills, curriculum, instructional strategies, inclusion, assessment of Indiana's early education programs, and implementation of prekindergarten programs. Dr. Cross's involvement in these areas has included research, training, and products for early childhood educators across the state.

■ ANNUAL CONFERENCE SPEAKERS (Continued) ■



Dr. Chuck Dietzen, pediatric rehabilitation specialist, is the Founder and President of Timmy Global Health, an Indianapolis-based nonprofit organization founded in 1997 to expand access to healthcare in the developing world. In addition, Dr. Chuck is also the Co-Founder and Chief Medical Officer of iSalus Healthcare, Medical Director of Easter Seals Crossroads Rehabilitation Center, and Management Consultant for St. Francis Healthcare System. Dr. Chuck is a distinguished graduate of Purdue University, where he received a B.S. degree in 1983. He received his Doctor of Medicine degree from Indiana University in 1987, and completed his Physical Medicine and Rehabilitation Residency from the University of Alabama in 1991.



Eileen Elias, M.Ed., is JBS International's Disability Service Center's (DSC) Director and Senior Policy Advisor on mental health and disabilities and an Adjunct Professor at Boston University. Dr. Elias has more than 40 years of experience focused on international and national public health and health reform, including integration of primary and behavioral health care, performance and disability-based public and private long term care expert targeting individuals across the age range including individuals with co-occurring intellectual developmental disabilities and behavioral health disorders, chronic medical conditions, and substance use disorders.



Connie Ferrell MSW, L.C.S.W. is the owner of Integrated Services, a training and consulting company in Indiana. She has worked in many capacities in the human services field for over 30 years, including residential, institutional, pre-vocational, school transition, integrated and sheltered employment, juvenile corrections, a battered women's program and a private counseling practice. Since 1981, she has worked in supported employment, as an employment specialist, program manager, mental health counselor and consultant/mentor. In addition, she has worked with Virginia Commonwealth University, Old Dominion University, Indiana University and Cornell University.



Karen Flippo began her career providing job placement services to individuals with developmental and other disabilities. With over 40 years of experience, she has worked on program evaluation, policy development, research, and education and training and has provided employment services and organizational development training nationally and internationally. She is currently employed as a Program Director at the Institute for Community Inclusion, University of Massachusetts, Boston and is the Project Manager for the Partnerships in Employment Systems Change in Transition Technical Assistance Center, the Employment Learning Community, and Direct Course College of Employment Services.



Janean Fossum, BSN. R.N. CDDN works in Community Health Nursing serving individuals with mental and physical challenges as well as clients past institutionalized or victimized who exhibit severe PTSD symptoms. Ms. Fossum's background in Forensic Nursing is unique with her focus on adults and children with disabilities. Certified in Developmental Disabilities Nursing she is also trained as a Sexual Assault Nurse Examiner (SANE) in adult, adolescence and pediatric clients. In addition, she is trained in interviewing individuals with disabilities who have experienced abuse, many with severe PTSD.

■ ANNUAL CONFERENCE SPEAKERS (Continued) ■



John C. Gilliland II is an experienced Employment and Health Law attorney practicing with the Indianapolis, Indiana office of The Gilliland Law Firm P.C. Mr. Gilliland is a frequent speaker for state, local and national health care organizations and publishers concerning health law/employment law subjects.



Matt Harrington is the VP of Organizational Advancement at LOGAN Community Resources, Inc. In this role, he oversees the advancement of the LOGAN mission through Fund Development, Marketing, Strategic Partnerships and all Employment Service programs including LOGAN Industries Business Operations and Community Employment. Previously, he spent 14 years in sales for IKON Office Solutions, an International Fortune 500 company. Mr. Harrington graduated from Indiana University in 1992 with a B.S. in Public Affairs and is a 2013 graduate of the University of Notre Dame Executive Fund Development Leadership program.



Leigh Ann Jacobson, M.A. is a fundraiser, author and lecturer. She currently serves as Director of Advancement at the Stanley Clark School (SCS) an independent, co-educational day school enrolling students from three years old through the 8th grade located in South Bend, IN. In her role, Ms. Jacobson directs, designs and implements strategies that maximize personal engagement and produce increasing levels of support for SCS fundraising initiatives and programs. She joined SCS with 13 years of fund development experience at major educational institutions. Ms. Jacobson holds a B.A. degree in English from Kings College along with an M.A. in English from Arcadia University.



Len Mozzi combines his experience as a Theater professional with 18 years experience in training/consulting to provide a unique perspective on Face-to-Face Communication Skills. He has helped hundreds of Business Leaders dramatically boost their speaking prowess to win deals, and to inspire their teams. He has helped organizations save time and money by teaching meeting facilitation skills that get more done, in less time, with more buy in. Mr. Mozzi holds a M.F.A. from Boston University's School of Theater Arts.



Ann Overmyer, R.D., C.D. is a Consultant Dietitian with over 30 years of experience in the field of nutrition. Ms. Overmyer is responsible for nutrition services for individuals with developmental disabilities and psychiatric disorders in multi-functioning group home settings and children in Early Head Start agencies. She also directs and performs quarterly and annual nutritional assessments for individuals, evaluate nutritional status with recommendations and develop and provide education to staff and families through in-service and written materials.

ANNUAL CONFERENCE SPEAKERS



Lara Palay is an independently licensed social worker and clinical supervisor. She received her M.A. in clinical social work from the Ohio State University in 1998. She is currently a Senior Fellow at the Center for Systems Change, a social welfare and disabilities policy think tank, and teaches clinical social work at the College of Social Work at Ohio State University. Ms. Palay maintains a private practice, specializing in treating families dealing with pediatric cancer. She previously served in the policy division for the Ohio Department of Mental Health and the Ohio Department of Developmental Disabilities, working with the Center of Excellence for Mental Illness and Developmental Disabilities (MIDD CCOE).



Benjamin Planton is a Project Assistant with the Indiana Association for the Education of Young Children. He worked for seven years for Indiana University's Campus Children's Center, a Nationally Accredited Center and research site, as an Infant-Toddler Teacher. Mr. Planton has a background in the social sciences and is interested in sharing the research done by economists and scientists regarding the effects of investing in high quality early childhood education.

Photo Not
Available

Dr. Lann Thompson, a faculty member at the Indiana University School of Social work, completed 43 years of service to persons with disabilities and their families when he retired in 2013 as Associate Director for the Riley Hospital Child Development Center Leadership Education in Neurodevelopmental and Related Disabilities Program at the Indiana University School of Medicine. He remains on faculty teaching graduate courses at the Indiana University School of Social Work. Dr. Thompson is recognized for his enthusiastic devotion to teaching, telehealth, expertise in grant development and review, distance learning, knowledge of transition issues for youth and families, and advocacy for minorities. As a founding board member of About Special Kids, Inc., Dr. Thompson has been serving on the board since ASK began in 1987.



Scott Warrick works with companies to put proper human resource measures in place, as well as coaching and training managers and employees in over 40 different topics in his own unique, practical, entertaining and humorous style. Mr. Warrick is a nationally Certified Emotional Intelligence Counselor and Diversity/Tolerance presenter. He holds a B.A. in Organizational Communication, a M.A. in Labor & Human Resources from the Ohio State University, and a law degree from Capital University.



Andy Wolber helps organizations leverage technology for social impact. His experience includes staff positions with Michigan Nonprofit Association & NPower Michigan, the Dallas Historical Society, Dallas Theatre Center, Dallas Black Dance Theatre, and volunteer leadership of the Dallas Arts District Friends. He holds an M.B.A./M.A. in Arts Administration from Southern Methodist University. Mr. Wolber is the contributing writer for the TechRepublic Google in the Enterprise blog, and teaches courses in Public Sector Information Technology at Grand Valley State University.

HOTEL ACCOMODATIONS



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Rates/Types:

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<https://www.starwoodmeeting.com/Book/inarf2014>

Or contact Sheraton's registration line at 888/627-7814

Reservation Deadline For Group Room Rate: Feb. 10, 2014

CONFERENCE REGISTRATION

Available Online: www.inarf.org OR by fax: 317-634-3221

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