

2019 Fall Social Work Conference

Building Our Leadership & Supervision Skills

Session Details
October 25, 2019



Keynote Speaker | Sheri Hixon **Our Leadership Journey** **Barry Auditorium | 8:30 - 10:00**

In addition to being ultimate problem solvers, connectors, advocates, mediators or whatever the daily special a la carte super hero cape requirement necessitates, in all of these capacities, we are also labeled as Leaders. Leadership, a journey that represents a brilliant summit to be conquered or one that tarnishes under the burden of responsibility. How can we grow as leaders when caught in the trappings of our never ending, required, necessary, due yesterday tasks? We begin in the stillness of our individual leadership journeys, reviewing and collecting tools to support and sustain us as we grow as leaders. We engage as a community, sharing learning from victories and mistakes, understanding that in our vulnerability there is strength and growth.

Sheri Hixon is a Senior Social Worker with Hennepin County and an Adjunct Instructor with the University of Minnesota, Leadership Minor. Sheri has worked in the Health and Human Services field for over 30 years. Her professional experiences include non-profit management, community development, public speaking, program development, program evaluation, and grant writing. Sheri earned her Bachelor's in Social Work from Augsburg College and her Master's in Social Work from the University of Minnesota.

Concurrent Sessions I

Speaker | Chip Ammerman **Coaching for Growth and Performance** **Barry Auditorium | 10:15 - 11:45**

During this discussion, specific ideas and strategies for supervision/leadership will be presented for effective supervision. The primary focus will be the growth of the employee and the role of the supervisor in preparing staff for success in the work environment.

Chip Ammerman is the Director of Cass County Social Services for the past ten years. Prior to this he was the Family Service Divisional manager for eight years, the Child Protection Supervisor for eleven years and a child protection assessment worker for four years. He has a total of 36 years of experience working in County Social Services. He has his Master's Degree in Family Science from NDSU, Management and Supervision Development Certificate from UND, and degrees in Social Work and Psychology from Concordia College.

Speaker | Laurie Dahley, MSW / PhD **Articulating the Role of Social Work** **Birkeland Lounge (Offutt Concourse) | 10:15 - 11:45**

Many social workers, even years after they enter the profession, struggle to define their role to clients and other professionals. This session will explore some of the challenges in this issue but also the importance of our being the one's to define our role as well as being able to articulate our profession to different audiences. Join us for a lively discussion along with some exercises to help foster a clear definition for your role in whatever agency you work.

Laurie Dahley has worked in the medical field as a member of an interdisciplinary team in addition to being a member of an administrative team where she provided clinical supervision for employees in a 19 county agency. She has now moved into academia at Concordia College where she serves as faculty and field director.

Concurrent Sessions II

Speaker | Michelle Parkinson, SPHR / SHRM-SCP
Moving Up or Moving Out
Barry Auditorium | 12:30 - 2:00

What do you do when someone just is not getting it? Maybe they are close, but not consistent. Maybe they are really nice, but cannot do the job. Maybe they don't even try. In this session, we will discuss performance improvement plans and steps to take when you have a person who is holding your team back.

Michelle Parkinson earned her Bachelor's Degree in Business Administration from Minnesota State University Moorhead and certificate in Healthcare Administration from Concordia College. Michelle has more than 25 years of experience leading human resources and compliance efforts in healthcare organizations across the country. For the past 10 years, Michelle has been the Director of Human Resources at Prairie St. John's. Prairie St. John's is a 110-bed behavioral health hospital and outpatient treatment center. Michelle earned her Senior Professional in Human Resources from HRCI and her Senior Certified Professional from the Society of HR Management.

Speaker | Laurie Dahley, MSW / PhD
Supervision Styles and Skills
Birkeland Lounge (Offutt Concourse) | 12:30 - 2:00

Each of us have skills and talents we use when entering into a coaching or leadership role. Some serve us well and some are lacking. This session will explore the multi-dimensional skills needed to be truly effective when mentoring another professional. We will explore ways to use our strengths and build in other areas the skills we need to be effective.

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Concurrent Sessions III

Speaker | Shauna Eberhardt, MSW
Self-care and Supervision
Barry Auditorium | 2:15 - 3:45

There is little empirical evidence on the implementation of self-care and wellness for supervisors, yet much of the literature cites the benefits of self-care in the behavioral field. This presentation reviews some recent literature on the stressors behavioral health supervisors encounter, provide a working definition of wellness in supervision, and offer a supervisory model consistent with wellness within the supervisory relationship.

Shauna Eberhardt, PhD, LAC, LPCC is currently employed at SEHSC. Her educational background includes a BS in criminal justice from NDSU, MS in mental health counseling and a PhD in counselor education and supervision from Capella University. She is a Licensed Addiction Counselor and Licensed Professional Clinical Counselor and specializes in counselor education and supervision.

Speaker | Tracey Erfourth
Healthy Professionals Services Program |
Alternative to Discipline for Minnesota's Health Care Professionals
Birkeland Lounge (Offutt Concourse) | 2:15 - 3:45

This session will explore an alternative program for licensees in MN who may be struggling with personal issues which impair their effectiveness in the field. This is a service available to all license holders and it is one program to know better as you work in the helping professions. The benefits of this program will be examined along with how to access the program for self and others.

Tracey Erfourth serves as a case manager with the Health Professionals Services Program (HPSP) as a case manager and brings her 30 years of expertise in working with clientele with substance use disorders and mental health disorders to her presentation. Tracey graduated from UW- Stevens Point with Bachelor's in Psychology and has been with HPSP for 16 years.