

# **Birch Tree Communities, Inc.**

## **Training Overview**

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**Birch Tree  
Communities, Inc.**



Birch Tree Communities, Inc., is a private nonprofit corporation founded in 1989 to provide recovery services to adults who live with symptoms of mental illness.

Part of the Mental Health Council of Arkansas.

From the beginning, Birch has been committed to offering opportunities to pursue a better life to individuals with the most challenging cognitive and emotional symptoms.

# Training Agenda/Schedule

- Pre-Test/Birch History
- Motto\Mission\Intentions
- Cultural Diversity
- Tenets of Recovery
- Language
- Health & Safety-Both Medical/Meds & Structures
- Trauma Informed Care
- Conduct & Ethics
- Averting Crisis
- Human Resources
- CPR\First Aid\AED
- Violence in the Workplace
- Driver Safety
- Symptoms of M.I & Interventions
- Understanding Documentation
- Credible-Entering Notes

- Community Inclusion
- Emergency Holds
- Hope House Tour/Lunch (BTC Crisis Facility)
- Member Interviews
- Caregivers Guide to Hope
- MHPP Final Test

# Recovery and Relationships

Our Main Focus is Recovery & Relationships.

Approximately 90% of our training refers or relates back to an individuals recovery or how our relationship will assist others in their recovery.

# Recovery Philosophy

We place the individual at the center of the treatment and recovery process, forming an equal partnership that will enable men and women we serve to:

*Realize their worth and dignity as individuals.*

*Participate in developing and directing their recovery process.*

*Recognize and build upon their strengths and abilities.*

*Develop self-awareness and personal insight.*

*Articulate and pursue their dreams.*

*Make their own choices and decisions, learning from their experiences.*

*Live, socialize and work successfully in the community.*

# Person Center Approach

**Stress the importance of individuals being the “Center” of their treatment.**

**Stress the importance of empowering individuals to make their own decisions for treatment, residence, work, financial, medication, Etc.**

**Staff need to understand they are there to assist clients in meeting their goals of treatment and not dictating what individuals can and cannot do.**

# Trauma Informed Care

**Over the years we have always known that there was a connection between an individuals past and present.**

**We have researched many different studies and implemented some of this into our training. Recently we have focused more on trauma training than ever before. We believe there is a true link to recovery through this training.**



# Presentation of Training

Training needs to have a schedule. Those in training need to have an idea of what will be covered in Training.

I encourage all extended training classes to incorporate “experts” in different areas.

Nursing

Health & Safety

Human Resources

Etc.

# Member/Client Involvement During Training

It is imperative to incorporate your clients in the training process.

Start a new employee before you invest in their training.

Evaluate how new employees interact with Members/Clients during lunch and on breaks.

Have a meet & greet between the class and the clients. Q. & A. Session.

# Walk in the Shoes of Others

Put your staff in position of understanding how the struggles of daily life affect individuals.

Wal-Mart

Eating Out

Voice Simulation

Financial Issues

# MHPP Final Exam

Inform employee's at the beginning of the class about the "Final Exam".

It has been proven that staff take the training more serious when knowing there is a pass/fail test at the end of the training.