

Introduction

Time Required

45 minutes

Purpose

The Introduction allows participants and instructors to become acquainted, and provides participants with an overview and guidelines for the training.

Pre-Assignment

Participants were asked to bring copies of their Independent Study assignments from both Webinars.

Participant Worksheets

No worksheets are required.

Handout

- Independent Study 2 Organizational Challenges blank worksheet

Equipment and Materials

- Agenda for the training
- List of participants and instructors for the training

Preparation

- Prepare a tear sheet with the following ground rules:
 - ♦ Be respectful of other participants and the instructors.
 - ♦ Share your experience and expertise with others.
 - ♦ Honor confidentiality.
 - ♦ Participate fully in each activity.
 - ♦ Ask questions. Make suggestions that expand the collaborative learning experience.
 - ♦ Turn off cell phone or set to vibrate.
- Prepare tear sheet titled Parking Lot.
- Identify individuals who will provide opening remarks, if any.
- Place a Participant Manual, highlighter, sticky notes, pen, and a name tent at each participant position.
- Prepare copies of the handout, Independent Study 2 Organizational Challenges blank worksheets, one for each participant.

Introduction (45 minutes)



Show Visual I-1.

Welcome participants to the *Building Resiliency in Child Abuse Organizations* onsite training.

Ask participants to write their names on the name tents at their tables, and below their names to write the type of child abuse agency where they work, such as:

- CAC
- CASA
- CPS

Introduce any individual(s) who will provide opening remarks and allow them to address the participants.



Show Visual I-2.

Review the goal of the training.

Participants will gain more skills to implement the organizational resiliency model in their agencies and build resiliency in child abuse professionals.



Show Visual I-3.

Paraphrase:

You already have learned a great deal about resiliency through two Webinars and Independent Study assignments. Today, we're going to bring everything together. We'll develop more strategies for each of the five resiliency elements, and share ideas for implementing the organizational resiliency model.

We'll also talk about barriers and roadblocks to implementation, and discuss some ways to overcome them.

Finally, we'll talk about your role as a change agent, because implementing a resiliency program in an organization requires a leader who can assume this role. To prepare you for the tasks ahead, you'll complete an action plan that will give you concrete goals and timelines for implementing the strategies within your organization through policy, supervision, and competency-based training.

The information you share today about your organization will not be used by OVC TTAC outside this training. While we encourage you to share ideas and strategies outside of training, please be discreet and avoid talking about any challenges and frustrations you may overhear in brainstorming sessions. We want everyone to feel free to express ideas without reservation.

Ask participants if they have any questions about the information covered in the Webinars and Independent Study assignments.

Paraphrase:



Show Visual I-4.

Introduce the activity.

This activity will help participants share reflections on resiliency and become acquainted with people they have met online, but not necessarily in person.



Activity: Personal Reflections (25 minutes)

1. Begin the activity by saying:

- Tell us your name, city and state, and what organization you are from.
- Share a story of resiliency, if you choose.

2. Suggest that participants keep their introductions to 1 minute or less.

3. Volunteers may begin their introductions, or you can indicate a participant to begin.

4. After all participants have introduced themselves, ask if anyone has a personal story of resiliency to share. Monitor time to make sure that you don't exceed the time limit for this activity.

5. Thank participants when they are finished.



Show Visual I-5.

Paraphrase:

Today's training is structured in the same way as the previous Webinars and Independent Study documents, by the five core elements of resiliency. We will explore them within the following modules.

- Module 1: The Organizational Resiliency Model
- Module 2: The Process for Building Resiliency
- Module 3: Navigating the Path to Success
- Module 4: Action Planning

Advance through the Participant Manual with participants, explaining the contents and how the material will be used (e.g., “bonding with your binder”).



Show Visual I-6.

Paraphrase:

Other materials you have in the manual are References, Resources, Resiliency Handbook, and Activities. These sections provide materials if you would like to do more reading on various topics. Examples of strategies that were implemented during pilot phases of this project also are included.

Many of the strategies offered in this training were developed by the pilot sites and link to either evidence or expert judgment.



Show Visual I-7.

Share the following ground rules from the prepared tear sheet and **ask** if there are others that need to be added to the list.

- Be respectful of other participants and the instructors.
- Share your experience and expertise with others.
- Honor confidentiality.
- Participate fully in each activity.
- Ask questions. Make suggestions that expand the collaborative learning experience.
- Turn off cell phone or set to vibrate.

Ask participants if they have their completed Independent Study 2 worksheet, **Organizational Challenges**. **Explain** that they will need them later in the training.

If any participants have not been able to complete the worksheet, **distribute a blank Independent Study** worksheet, and **advise** them to complete the worksheet during the next break. We will refer to them in an upcoming activity.

Paraphrase:

View this training as an opportunity to practice resiliency yourself. It is a time to learn, to share, and to experience new ideas and opportunities.



Show Visual I-8.

Review the purpose of the Parking Lot. **Use** the prepared tear sheet.

Tell participants that if they have a comment or question during the training that they would prefer to put in writing, they can write it on one of the sticky notes at their tables, and then place it on the Parking Lot tear sheet. The instructors will check the Parking Lot periodically and address the questions.



Show Visual I-9.

Ask if there are any final questions or comments before moving to the next module.

Paraphrase:

You and your organization are to be commended for recognizing that this work can affect your staff and volunteers, and for taking the initiative to learn what you as an organization can put in place to help them. It speaks volumes about how you value your staff and volunteers and the important work they do for children. We're glad to have you with us on this journey.