

Focus Fridays Training Series

Virtual training opportunity for the helping professional to reset, reflect, draw awareness and grow in your role as a compassionate provider.

Register individually for \$10 per session

Team Wellness

May 19, 2023, 8:30am -10:30am

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June 23, 2023, 8:30am-10:30am

Virtual Learning via Zoom

4.0 Continuing Education Hours

Trainers: Noor Jawad and Shawn Smith

Team Wellness Overview:

Why Wellness

Here's what is known:

- Turnover effects outcomes. A 2015 Literature Review on Recruitment and Retention in Health and Human Services published by San Diego State University School of Social Work found the following:
 - "Research has found that high turnover in (human services) is a concern, for the financial cost that the organization must endure and, arguably more concerning, negative outcomes on the families being served. Research found that children with one case worker had a 74.5% chance of permanency, compared to 17.5% for children with two workers, and 5.3% for children with three workers."
- The workforce pool is shrinking. A Milwaukee Biz Times article from February 2017 reported: "Businesses in almost every industry across Wisconsin are facing the possibility of losing large numbers of employees to retirement in the coming years and in many cases, the departures have already started. More than 23 percent of the state's workforce is older than 55, a figure that's more than doubled in the past 20 years and reaches as high as 30 percent in some sectors."
- A piece of a trauma-informed service environment. Prevention and intervention strategies to address burnout, compassion fatigue, and the resulting turn-over are clear and consistent in the research literature. Representative strategies are: ongoing skills training, workplace self-care groups, self-care accountability buddy system, and mindfulness training.
- Turnover effects the financial health of an organization. Broadly cited, the estimated cost of turnover to an organization for an employee making \$40,000 per year is \$20,000 or more per year. Here's what is considered in that calculation:
 - cost of hiring a new employee - advertising, interviewing, screening, and hiring.
 - Cost of onboarding a new person, including training and management time.
 - Lost productivity—it may take a new employee one to two years to reach the productivity of an existing person.
 - Lost engagement—other employees who see high turnover tend to disengage and lose productivity.
 - Customer service and errors—for example new employees take longer and are often less adept at solving problems.
 - Training cost.
 - Cultural impact—whenever someone leaves, others

Our own subjective experience of leading small programs of 10 employees on up to an agency of 300 and working with service systems of thousands clearly shows that addressing negative turnover is a key to the overall health of an organization. To address this, we have iteratively designed a pathway to address burnout, compassion fatigue, and turnover and thereby increase employee retention. The result in our own experience has result in a near zero negative turn-over rate. Similarly, outcomes have dramatically benefitted.

The structure for this session is:

- Establish Purpose of Wellness + Guidelines
- Meditation
- Check-in Circle
- Circle Processing
- Healing Ritual
- Check-Out

About your Trainers:



Noor delights in educating and guiding clients in personalized healthy lifestyle design and healing arts practice for physical, mental, emotional, and spiritual balance. She emphasizes the importance of disease prevention by integrating self-care healing practices that help clients reframe intellectual, emotional, physical, and spiritual values. She guides and supports her clients as they navigate the profound process of personal evolution. Participants develop new skills and learn to reclaim and regenerate their creative energies. They are enabled to transcend self-imposed limitations and access a dynamic, positive response to negative challenges, societal influences, and personal fears. Her clients and students realize exponential growth in self-leadership mastery. They gain a deepened self-awareness and value in maintaining spiritual health and wellness in daily living.



Shawn Smith is a Certified MI trainer and member of the Motivational Interviewing Network of Trainers (MINT). The MINT is an international organization of trainers of Motivational Interviewing (MI), whose mission is to promote good practice in the use, research and training of Motivational Interviewing and represent 35 countries and more than 20 different languages. Shawn has trained MI to thousands of professionals since 2009 including those serving in education, health care, behavioral health, workforce development, education, and the criminal justice system.