Message From The President

by Charley Galassini, LCPC, CSADC, CEAP, LAP-C

As we move toward spring, I wanted to send out a short correspondence with some information. First, the program committee and the Board have finalized the program for our annual conference. It is never too early to save the date, so please put Tuesday June 5, 2018 on your calendar. This year's conference is the 40th and we have great slate of presenters. The Board decided again to provide a trip to a lucky NIEAPA member to the national EAPA conference which is in Minneapolis.

The February chapter meeting is going to be in Mokena. The date is Friday, February 16th. Our presenter is Joyce Marter. The title of her presentation is “Promoting Anti-Harassment Culture in the Wake of #Me Too.” This is a very relevant topic and promises to be very informative. Click for Details

We have several openings for the NIEAPA Board due to people finishing up their terms. If you are interested please send a letter of interest and resume to nieapa@corpevent.com and they will forward it to the Board.

If you have not yet responded to our annual survey, I would hope you would take a few minutes to respond. Those who complete the survey become eligible for a drawing to win a $100 gift card. We do value your thoughts, input and opinions. Thank you in advance.
"Nobody Wins Unless Everybody Wins"

People who know me are probably aware that I’m an Adlerian psychologist. It’s always nice to take note when Alfred Adler’s principles are borne out in our current social environment. One of the guiding principles of Adlerian psychology – one that informs my clinical and organizational practice - is the idea of “community feeling” or “social interest.” In German, it’s “Gemeinschaftsgefühl.”

In the Adlerian view, this is what motivates human beings: The desire to fit in, belong, find a sense of significance, and make a contribution to the common good. Adlerian psychology would say that we work at our jobs partly to survive and find financial security, but also to find meaning and feel that we are contributing to something meaningful. Fulfilling this need is often a more fundamental way to engage employees than simply providing added financial recognition or reward. It’s more than appreciation: It is a sense of meaning and value.

Companies that offer employee assistance programs probably recognize this need more than those who don’t. But even good companies that care about their employees may not always realize that people need to see and feel the value of the work they do; and that when they don’t feel like participants in a company’s success and mission, they may become disengaged, despite receiving bonuses or raises. A recent article in the Harvard Business Review makes this point well, after noting that some companies such as Wal-Mart have offered bonuses to their employees as a response to the sizable tax breaks corporations received in 2017:

So here’s my question for CEOs: Why simply smooth out the rough edges of our “winner-take-all” economy? Why not embrace a more expansive logic of success in which nobody wins unless everybody wins?

continued...
With unemployment at record lows, yet inequality at record highs, this feels like a time for CEOs to think bigger — not just to raise wages, but to elevate their definition of success about how their companies can win big in the marketplace and afford employees a greater sense of security and participation in the workplace, how they can generate wealth and share that wealth with everyone who has a hand in its creation.

So it seems, then, that social interest is not just a nice bit of socially responsible practice, but good business as well. The companies whose employees feel that their efforts are part of something valuable and important — like some of the companies loved by their employees — are the companies that can count on their employees’ buy-in and enthusiasm, in tough times as well as good ones. Employees should not be treated as a cost, but as participants in successful businesses. Gemeinschaftsgefühle… Thanks, Adler!

---

**Chapter Meeting Information**

**Promoting Anti-Harassment Culture in the Wake of #MeToo**

- **Date:** Friday, February 16, 2018
- **Time:** 8:30 am - 12 pm
- **Location Host:** Presence Health Mokena
  18927 Hickory Creek Drive | Mokena, IL 60448
- **Food Sponsor:** Recovery Works - Merrillville

Joyce Marter has been a Licensed Clinical Professional Counselor since 1998 and is the Founder of [Urban Balance](#), a counseling practice with over 100 therapists working from eight locations in Chicagoland & St. Louis. Marter received her Masters Degree in Counseling Psychology from Northwestern University and was awarded Distinguished Alumni of the Year in 2008. She was selected by Crain’s Chicago Business for the “40 Under 40” List of 2010. She currently serves as the Chair-Elect of the Midwest Region of the American Counseling Association, is Past-President of the Illinois Counseling Association, and is two-term Past-President of the Illinois Mental Health Counselors Association. Marter is a blogger for PsychCentral and The Huffington Post. She has a passion for applying psychology to business and is a public speaker for corporations, universities and professional organizations. Marter is routinely consulted as a psychological expert in the media and has been featured in such outlets as The Wall Street Journal, U.S. News & World Report, CNN and MTV.

[REGISTER]
40th Annual Conference Information

Tuesday, June 5, 2018
Drury Lane Oakbrook Terrace, 100 Drury Lane,
Oakbrook Terrace, IL 60181

Speakers to be announced soon!
Please check the listserv, Facebook and
LinkedIn pages for more information.

REGISTER HERE TO EXHIBIT

Large Exhibit Space - $575 includes:
6' Tabletop display
2 Chairs
1 Complimentary Conference Pass and lunch ticket
Option to purchase up to five (5) discounted Conference Passes, including lunch, for $100 per person

Small Exhibit Space - $295 includes:
4' Tabletop display
1 Chair
1 Complimentary Conference Pass and lunch ticket
Option to purchase up to two (2) discounted Conference Passes, including lunch, for $100 per person

Packages Available $470 - $1,425
Want to get more involved?
Submit your resume to join the Board

Is the time right for you to grow your professional experience by becoming a NIEAPA board member? According to our bylaws, it is time for a few of our dedicated board members to step down to allow for new members to step up! The benefits are valuable and the commitment is worth the time and effort. If you are considering this opportunity and have questions, please contact one of our current Board members.

Executive Committee

President
Charlie Galassini, LCPC, CSADC, CEAP, LAP-C
IBEW Local 701
superbowl1996@sbcglobal.net

Vice President
Paul Fitzgerald, PsyD, LCPC, CEAP
Adler University
pfitzgerald@adler.edu

Treasurer
Steven B. Uhrik, ACSW, LCSW, CEAP
aeap04@gmail.com

Secretary
Kathy Horton
Employee Resource Systems, Inc.
khorton@ers-eap.com

Ex-officio
Rick Kronberg, LCSW, CSADC, SAP, CEAP
Perspectives, Ltd.
kronbergrd@comcast.net
Board of Directors

Marie Apke, LCPC, CEAP, SAP, PCGC, ICGC
marieapke@gmail.com

Peter Bradley, MA, LPC, CADC
IL Institute of Addiction Recovery
peter.brady@unitypoint.org

Elizabeth Crowe, LCSW, CEAP
Chicago Fire Department
Elizabeth.crowe@cityofchicago.org

Scott Cullen-Benson, LCPC, CEAP, SAP
s.cullen.benson@gmail.com

Lauren Farina-Prieto, MSW, LCSW
Loyola University Health Systems
lafarina@lumc.edu

Carole Hoffman, PhD, LCSW, CAADC
Illinois Professionals Health Program
choffman@illinoisphp.com

Lois Kenyon-Severson, LCSW, BCD, MAC, CEAP, SAP
Everett McKinley Dirksen U.S. Courthouse
Lois.kenyon-severson@foh.hhs.gov

Don Mitckess
Recovery Works
dmitckess@recoveryworksin.com

Amy Ponce
Turnbridge Addiction Treatment
aponce@tpaddictiontreatment.com