32nd Annual Conference

NORTHERN ILLINOIS CHAPTER
EAP ASSOCIATION
LABOR • MANAGEMENT • CONSULTANTS

NORTHERN ILLINOIS EMPLOYEE ASSISTANCE PROFESSIONALS ASSOCIATION

EAP: NEW VISTAS AND VALUABLE INSIGHTS

Tuesday, June 8, 2010

The Stonegate Conference Center
Hoffman Estates, IL
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<th>10:45 am</th>
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<th>GRAND BALLROOM</th>
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</thead>
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**2. MEDIATION: NEW VISTAS FOR RESOLVING CONFLICT IN THE WORKPLACE**

Participants will be introduced to theoretical and practical training in conflict resolution through the process of alternative dispute resolution. The goal of the program is to provide the necessary knowledge and practical skills to resolve conflict in the workplace as a mediator. The program will cover mediation as a process, ethics in and stages of mediation, and the skills appropriate to each stage.

**Patty French, MA, LPC, CADC, CEAP, President, PA French & Associates, Inc., Bellingham, WA**

**Margaret Powers, MA, LCSW, President, MS Powers & Associates, Inc., Arlington Heights, IL**

**3. WORKING WITH YOUNG ADULTS: TRENDS AND TACTICS**

Today’s young adults — both men and women — represent the highest rate of substance abuse and mental health disorders. This unique age group benefits from specialized interventions and interactive therapeutic approaches. Providers benefit from understanding various age groups as well as the importance of working with the family members who are dealing with these issues.

**Stephen Smith, MS, LPC, CADC, Unit Coordinator, Men’s Residential Program, Neuroscience Health Network, Rockford, IL**

### 4. THE INTERPLAY OF ORGANIZATIONAL LEADERSHIP, POWER DYNAMICS, AND EMPLOYEE WELL-BEING: WHAT CAN WE DO?

While the EAP field works to create a well-workforce, larger organizational factors may have a greater negative impact on employee well-being. Those may include leadership structure and processes, employee perceptions of their autonomy and efficacy, and feelings of oppression. Participants discussion will focus on what EAP professionals can realistically do about systemic factors affecting outcomes.

**Beverly Younger, LCWSW, PhD, Principal, LightFaire Consulting, LLC, Oak Park, IL; Project Coordinator/Lecturer, Governors State University, University Park, IL**

### 5. MENTAL HEALTH PARITY ACT: IS IT GOOD FOR EAPs AND LABOR UNIONS?

This panel discussion will focus on the Mental Health Parity Act, and its impact on EAP treatment providers and employers/labor unions. This workshop will outline how EAPs can promote their services to assist organizations in understanding and implementing this new requirement into their mental health benefits. The legal requirements of this Act will also be reviewed.

**Panel:**
- Tom Delegato, MS, CADC, Director, Business Development, Chicago Lakeshore Hospital, Chicago, IL
- Joe Harrison, CHFC, CHU, President, Benefit Plans Consultants, Lake Zurich, IL
- George Spence, Jr, JD, Recording Secretary, Transport Workers Union of America, Local 563, American Airlines, Chicago, IL
- Mike Tinkon, MS, CEAP, CADC, Director of Behavioral Health Services, Central DuPage Hospital, Winfield, IL

**Moderator:**
Charley Galusinski, LCPC, CEAP, CADC, EAP/IMAP Director, BWE Local 701, Warrenville, IL

### 6. INSIGHTS INTO PROBLEM GAMBLING: ROUNDROUNDTABLE ROOMS

Problem gambling is a frequently overlooked problem with employees presenting to EAPs. This session will emphasize information regarding incidence and prevalence, co-morbidity, the need for specialized treatment and targeted screening. Signs and symptoms of problem gambling will be highlighted, especially to help counselors recognize the problem when an employee is not being forthcoming.

**Michael Goldman, MA, LPC, CADC, CEAP, PGCC, Employee Assistance Counselor, Cook County EAP and Private Practice**

### 7. THE EAP IN A TOTAL HEALTH MANAGEMENT STRATEGY

Disease management, health and wellness, population health management, risk appraisals, and the health and productivity programs: What do they all mean and where does the EAP fit in? First, we will learn about the current trends in workforce health management strategies. Second, we will discuss how to propose a model program for “Total Health Management” with the EAP acting as the access point and coordinator.

**Rick Krenzgen, LCWSW, CSAD, Director of Clinical Services, Perspectives, Ltd, Chicago, IL**

### 8. USE BODY WISDOM: AN EASTERN-WESTERN BRIDGED SELF-HEALING APPROACH IN MOVEMENT THERAPY

This experiential workshop will lead you to a profound level of self-healing awareness and a new way of coaching employees to function more efficiently. We will compare new concepts of neurobiology with traditional Chinese healing theory where treating depression, anxiety, and chronic pain. Case studies will be presented.

**Linda Cao, LCPC, BC-DMT, CHT, Alexius Brothers Behavioral Health Hospital, Hoffman Estates, IL**

### 9. THE POWER OF PEER ASSISTANCE

This panel presentation will focus on problems unique to certain professions, including a dialogue about services and resources that support health and wellness and safe professional practice. It will also include individual(s) who have utilized peer assistance and will discuss the effect on their personal and work life.

**Carole Hoffman, PhD, MSW, LCSW, CASAC, Advocate Medical Group, Danville, IL**

**DeDe Nee, RN, MS, CAS, CLNC, President PANN (Peer Assistance Network for Nurses), IL**

**Ellen McKeary Stowe, PsyD, CRAP, CASAC, Clinical Psychologist, Chicago, IL**

**Janet Peter Veen, Executive Director, Lawyers’ Assistance Program, Chicago, IL**

### 10. POWERLESS OVER ANXIETY: ACCEPTANCE-BASED TREATMENT

People with chronic anxiety disorders can make a good recovery by first recognizing their powerlessness over the thoughts and sensations of anxiety, and then relying on acceptance-based methods, rather than “anti-anxiety” methods. This session will demonstrate specific interventions and ways to introduce them.

**David Carboneil, PhD, Director, Anxiety Treatment Center, Rolling Meadows, IL**

### 11. PREVENTING WORKPLACE VIOLENCE: MANAGING INAPPROPRIATE AND THREATENING CORRESPONDENCE

Learn to provide the organization with a standardized, best practice approach in how to identify, document, assess, and manage a hostile or potentially dangerous current or former employee, client vendor, or other third party individual or group. Discover how to assemble a formal assessment team, identify risks and activities, and manage threatening correspondence using a standardized screening process. This will assist in determining risk levels, interventions, and need for further investigation.

**Mark Brenzinger, PsyD, President, Midwest Behavioral Risk Management, PC, Schaumburg, IL**