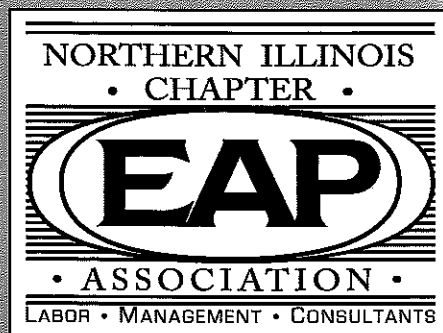


33rd Annual Conference



**NORTHERN ILLINOIS EMPLOYEE ASSISTANCE
PROFESSIONALS ASSOCIATION**

EAP CHALLENGES AND CHOICES



Tuesday, June 7, 2011

The Stonegate Conference Center

Hoffman Estates, IL

AGENDA, WORKSHOP DESCRIPTIONS, ROOM LOCATIONS

7:45 am – 8:15 am
GRAND BALLROOM
 CONTINENTAL BREAKFAST – EXHIBITS

8:15 am – 9:45 am
LAKESIDE PAVILION
 PLENARY SESSION/KEYNOTE

WELCOME AND INTRODUCTIONS
 Chris Drake, LCSW, CEAP
 President, NIEAPA

1. CREATING A CULTURE OF HEALTH: THE ROLE OF EAP

What if EAP created a sustainable business strategy and a work culture that allows and encourages healthy and high performing worksites and workforces? This presentation looks at how the EAP can assist employers to create a culture of health. A culture of health refers not just to the health status of the workforce but also the culture of the organization and employees in terms of their personal resiliency, emotional health, engagement and productivity.

John Burke, MA, President, Burke Consulting, Strategy Advisor, Empathia, Morrisville, NC
 Rich Paul, MSW, CEAP, Senior Vice President, Health and Performance Solutions/ValueOptions, Morrisville, NC

9:45 am – 10:15 am
GRAND BALLROOM
 BREAK – VISIT EXHIBITS

10:15 am – 11:45 am
 CONCURRENT SESSIONS 2, 3, 4, 5

2. EMERGING TRENDS IN DRUG ADDICTION AND PHARMACOLOGICAL TREATMENT
BOULDER/GRANITE ROOMS

Most treatment providers view addiction as a disease with known signs, symptoms, and treatment strategies. This presentation will review current trends in drugs of abuse—prescription, illegal, and “natural”—and the current pharmacological therapies used to treat addiction. Conclusions of recent research will be mentioned, and several case studies of patients treated by the speaker will be presented to illustrate successful treatment outcomes.

Jeffrey Johnson, DO, Medical Director, Inpatient Addiction Treatment, Behavioral Health Services, Central DuPage Hospital, Winfield, IL

3. WORK WORLD REALITIES FOR THE OLDER WORKER (+50): SOLVING OLDER WORKER ISSUES
SLATE/MARBLE ROOMS

This workshop reviews various scenarios where EAP coaches and counselors can make a difference for concerned employees or their organization. The program will assist attendees in problem-solving issues that are unique to older workers related to their work and careers.

Diane B. Burman, MA, and Donald C. Strauss, MA,
 Co-Directors, The RetireRight Center, Chicago, IL

4. INTEGRATED TREATMENT FOR CO-OCCURRING DISORDERS: A RECIPE FOR SUCCESS
SALON A

Clinicians providing care in an integrated model must have significant training in both behavioral health issues and addiction, and must be flexible in their approach and understanding. Motivational interventions are paramount in helping patients reach their treatment goals. Research demonstrates that an integrated approach results in better outcomes.

Paige Bottom, MBA, CEO, and Jocelyn Penner, MA, LMHC, ICADA, Clinical Director, La Paloma Treatment Center, Memphis, TN

5. SUICIDE RISKS IN THE WORKPLACE
SALON B

Recognizing the employee who may be struggling with depression and thoughts of death is absolutely vital in the workplace. This presentation will focus on warning signs and symptoms of someone who is struggling with suicidal thoughts. Interventions, as well as do's and don'ts will be covered.

Denise M. Styer, PsyD, Clinical Director, Center for Eating Disorders and Self-Injury Recovery Services, PHP/IOP, and Linda M. Lewaniak, LCSW, CADC, Clinical Director, Outpatient Services and Director for the Center on Addiction Medicine, Alexian Brothers Behavioral Health Hospital, Hoffman Estates, IL

11:45 am – 1:15 pm
LAKESIDE PAVILION

PRESIDENT'S ADDRESS
 Chris Drake

LUNCH
 John Pederson, IBEW Local 701 Electrician, Speaker

JOHN SHERIDAN LABOR AWARD
 Presented by Charley Galassini

MEMBER OF THE YEAR AWARD
 Presented by Marco Jacome, 2010 Recipient

1:15 pm – 1:30 pm
 SELF-CARE DOOR PRIZE DRAWINGS

1:30 pm – 1:45 pm
GRAND BALLROOM

BREAK – VISIT EXHIBITS



1:45 pm – 3:15 pm
 CONCURRENT SESSIONS

6. HOW TO DEVELOP AN EFFECTIVE ANTI-BULLYING POLICY AT WORK
SALON A

This workshop will define bullying in the workplace and examine how it develops. The primary concentration will be its impact on the work force. It will also demonstrate in a practical manner how the EAP can consult with HR to develop an effective anti-bullying policy.

Michael Goldman, MA, LPC, CRADC, CEAP, PCGC, Senior Employee Assistance Counselor, Cook County EAP, Chicago, IL

7. CHANGING A CULTURE OF BLAME
SALON B

When problems occur, we seek to find who is at fault. In the workplace, blame leads to numerous dysfunctional consequences. EAP interventions can help employers shift corporate culture from blame towards constructive problem solving. This session explores why we blame, its costs in the workplace, and how to kick the habit. Mr. Linssen is the author of *Who's to Blame? Living Along Society's "Fault" Line*.

Daniel R. Linssen, MBA, Consultant in Organizational Culture and Performance and Retired Corporate Executive, Green Bay, WI

8. CONDUCTING A DIRECT PSYCHOLOGICAL VIOLENCE RISK ASSESSMENT
BOULDER/GRANITE ROOMS

Employers are duty bound to investigate and manage any identified concerns regarding an employee's potential for violence. This session will review a best practice and court-defensible approach to conducting an investigation as well as psychological instruments. Intervention and management strategies designed to mitigate the potential for violence and legal liability will be examined along with the static and dynamic violence risks that can occur as well as the protective factors that employers should provide.

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

9. UNDERSTANDING ADDICTION INTERACTION DISORDER
SLATE/MARBLE ROOMS

In this training, participants will learn how to assess multiple addictions in their clients, how addictions interact with each other and how to treat “complicated” addicts. This training will explain some of the reasons certain addicts relapse while others don't and what we need to look for and do as providers treating this population. Taken from the material of Dr. Patrick Carnes, the speaker will explain the terminology and definitions of Addiction Interaction Disorder and “The Black Hole” and will supply participants with a variety of tools to use to assess their clients.

Ann Foster, MTS, MS, LCPC, CADC, CSAT, Founder, President/Executive Director, Millennium Counseling Center, Chicago, IL

3:15 pm – 3:30 pm
 BREAK – VISIT EXHIBITS
 SPECIAL EXHIBITOR VISITS DOOR PRIZES

3:30 – 5:00 pm
 CONCURRENT SESSIONS 10, 11

10. IMPLEMENTING ALCOHOL SCREENING AND BRIEF INTERVENTION IN YOUR EAP
SALONS A/B

This session will illustrate evidence-based strategies that practitioners can integrate into EAP practice to identify and manage a client's at-risk drinking. The panelists will discuss brief, easy-to-use screening tools, Brief Intervention (BI) protocols, pilot-test results, and the Brief Intervention Group (BIG) Initiative focused on moving the EAP industry toward adoption of Screening, Brief Intervention, and Referral to Treatment (SBIRT) as standard practice.

Eric Goplerud, PhD, Research Professor, and Tracy L. McPherson, PhD, Assistant Research Professor, Center for Integrated Behavioral Health Policy/George Washington University, Washington, DC

11. CONDUCTING INTERNET-BASED EAP EVALUATIONS USING THE WORKPLACE OUTCOME SUITE
SLATE/MARBLE

This session describes the use of scientific studies as the most defensible approach to establishing the EA value proposition. It describes the rationale for using a scientific approach and the development of the Workplace Outcome Suite (WOS) as an efficient approach that is psychometrically grounded in measuring absenteeism, “presenteeism,” work engagement, life satisfaction and workplace distress. The speakers will provide an illustrative example of implementing the WOS in an EAP call-center setting.

Matt Mollenhauer, MS, LCPC, Vice President/Operations, Bloomington, IL, and John Pompe, PsyD, CEAP, Manager, EAP and Behavioral Health, Caterpillar, Inc., Peoria, IL

