

7th Annual Supervisor Conference
"Mission is Possible: Strategic Planning"
June 25- 26, 2014

Sponsored by the Ohio Child Welfare training Program
Cosponsored by the North Central Ohio Regional Training Center and
The Cuyahoga County Division of Children and Family Services

Presenters: Yvonne Billingsley - Christine Cross - Dan Houston- Lynn Johnston -
Ruby Johnston - Edwin Lebron - Ruth McMonagle

Location: Embassy Suites Cleveland-Beachwood
3775 Park East Drive
Beachwood, OH 44122
(216) 765-8066

Registration and Continental Breakfast from: 7:30am – 8:45am

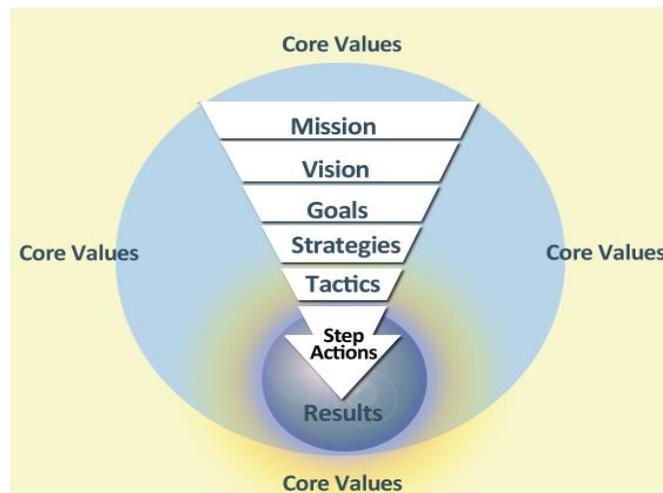
Morning Classes begin: 9:00am -12:00pm

Morning Break: 10:30am – 10:45am

Plated Lunch Served from: 12:00pm-12:50pm

Afternoon Classes begin: 1:00pm 4:15pm

Afternoon Break and Snack: 2:30pm -2:45pm



Please register through E-track

<https://e-track.teds.com/EveryOne/TEDSEveryOne.jsp>

***Non Agency Supervisors* register via e-mail to Christine Cross**
christine.cross@jfs.ohio.gov

Questions? Call Chris Cross (216) 881-2027

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514-2- 15 Ways to Motivate Staff

Dan Houston

9-12

By using supervisor's experience and expectations, this workshop will explore 15 tried and proven ways to motivate staff. In this workshop, participants will try out these methods to determine what feels right and what might work for them. The workshop leader will suggest ways to implement these proven ways back on the job. First and foremost, supervisors/ leaders will understand how emotions present blocks or encourage motivation. Supervisors/leaders will also sample tools that help staff and co-workers to motivate themselves; the art of telling people what to do rather than how to do it; the art of asking questions to get results; and the art of determining if someone is ready to learn.

533-21-Supervisor-Supervisee: Relationship Building

Ruth McMonagle

9-12

Successful supervisors understand the importance of building a strong relationship with their employees and know the connection between employee engagement, motivation, and maximum job satisfaction. This one day workshop focuses on techniques for improving interpersonal communication and explores two distinctive issues that arise in supervision: how to create and maintain an engaged and motivated workforce, and how to build strong, positive, and trusting relationships.

116-NCSU14-CNF1-Permanency for Children and Youth in Out of Home Care Placement: A Legal Perspective

Yvonne Billingsley

9-12

This workshop will provide an overview of the legal permanency options and requirements for abused, neglected and dependent children who have been removed from their homes, including reasonable efforts and family search and engagement requirements under both federal and state law.

522-NCSU14-CNF2- Meetings That POP!

Ruby Johnston and Lynn Johnston

9-12

This workshop provides a comprehensive plan for conducting an effective meeting, from planning and preparing an agenda, to establishing formal procedures and dealing with potentially volatile situations. The workshop provides practical techniques to make meeting work.

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511-3-Using Emotional Intelligence to Improve Staff Performance/Expectations

Dan Houston

1-4:15

Emotional intelligence means being intelligent about emotions. The fundamental premise of this workshop is that emotions are not just important but absolutely necessary for leaders to make good decisions, take optimal action to solve problems, cope with change and succeed at reaching their targeted numbers. The emotional dimension of leadership is often invisible or ignored by supervisors who are determined to get administrative and compliance tasks done. Due to deadlines and time constraints, they often miss the importance of emotional intelligence that enhances supportive and educational supervision. Contrary to a belief that emotions don't matter, managing emotional intelligence determines a leader's effectiveness. Successfully managing emotions means that one's conduct is guided by both thoughts and feelings.

528-3 - Doing the Right Thing: Ethical Leadership in Today's Workplace

Ruth McMonagle

1-4:15

Simply put, ethics is about doing the right thing, or in some instances, determining the best right thing to do when two "right" values are in conflict. This workshop will provide leaders with an opportunity to discuss, evaluate, and solidify their beliefs and values about ethics and ethical dilemmas. Determining the right thing can be determined by, but not limited to, laws, personal and professional values, ethical codes, organizational 'rules' or codes of conduct, utilizing a step by step process for sound decision making, or conducting an ethics 'test'.

325-33-Ethical Issues in Culture and Diversity in Case Work Practice

Christine Kelly-Cross and Edwin Lebron

1-4:15

The class explores ethical issues faced by child welfare supervisors and their workers. We will explore how culture and diversity play a significant role in the decisions made in casework practice. Participants will gain a better understanding of their personal culture, and how their bias, past experiences, and own baggage may create an inability or barriers to making ethical, consistent, and fair decisions on the job. Participants will also learn to be ethically correct in their day-to-day professions using The National Association of Social Worker's Code of Ethics and the Ohio Code of Ethics as a reference guide.

522-NCSU14-CNF1 - Communicating so Others can Hear

Ruby Johnston and Lynn Johnston

1-4:15

Communication can make or break a relationship. Working together with others demands attention to our words and how they help or hinder getting results that impact our work in a positive way. Likely everyone has had times where they feel like they are talking to the "stars" or feel like the other person has just spoken a foreign language to them. We must work together to speak clearly. Through fun activities, this workshop will explore "verbiage" in language and promote better communication for every aspect of one's life.

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Our Presenters



Yvonne C. Billingsley, Supervisor, and Assistant Prosecuting Attorney, Office of the Cuyahoga County Prosecutor . Yvonne C. Billingsley is an Assistant Prosecuting Attorney and Supervisor of the Children and Family Services Unit of the Office of the Cuyahoga County Prosecutor, which currently has nineteen (19) full-time assistant prosecuting attorneys who provide legal advice and representation to Ohio's largest child welfare agency, the Cuyahoga County Division of Children and Family Services, in child abuse, neglect and dependency cases. Ms. Billingsley has worked in the field of child welfare/child protection for nearly 20 years as an attorney manager, legal trainer of social workers and attorneys who practice in the child welfare/protection field, and she is legal advisor to the Division's director, senior managers and supervisors. Yvonne is the recipient of the 2000 Juvenile Justice Award from the Cleveland Bar Association for making a substantial contribution to the improvement and understanding of juvenile justice in Cuyahoga County; the Justice for All Award in 2002 for outstanding volunteer service and commitment to the Greater Cleveland Community; an Excellence in Training Award in 2007 from the North Central Ohio Regional Training Center; and in 2007 she was honored by the Cleveland Bar Association's Women in Law Section for her many contributions to the profession and to the role of women in the law. In 2013, Yvonne was recognized as the Public Children Services Agency's 2013 Attorney of the Year, by John R. Kasich, Governor of the State of Ohio.

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Christine Cross, EdD, is a Senior Training Officer for the Division of Cuyahoga County Children and Family Services for over 20 years. She has a Bachelor's of Arts degree in Urban Studies, specializing in Public Administration from the University of Pittsburgh, a master's degree from the University of Phoenix in Education, Curriculum and Instruction and a Doctoral degree in Educational Leadership from the University of Phoenix in 2012. Her research was done on "The perspectives of child protection caseworkers on sustainability, training, and attitudes." Christine completed the OCWTP Training of Trainers for the culture and diversity curriculum and is a certified trainer for the Working Safe Working Smart curriculum. She has taught many topics on culture, diversity, ethics, stress, and other classes on casework issues in child welfare.

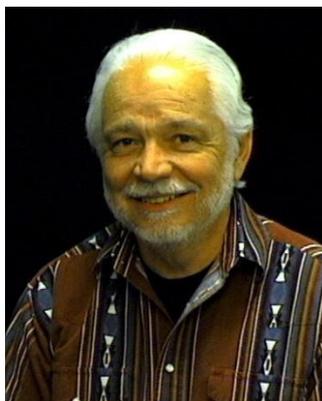


Daniel A. Houston, President of Daniel Houston and Associates, is an organizational development consultant specializing in improving management processes and leading agencies to develop into high performance organizations. Dan is also a specialist in program evaluation and organization assessment and has consulted with major organizations for over 20 years. He is a National Center for Diversity Trainer of Trainers and an Ohio Child Welfare Training Program lead trainer in the areas of cultural diversity and cultural assessment. Dan has facilitated management and staff diversity training and organizational development processes in seven states, the Caribbean, and the Pacific Rim. Dan has a master's degree in counseling psychology from the State University of New York at Albany and doctoral level training in management science, group dynamics and organization development from Northwestern University. He is a member of the National Organization Development Network and the American Society for Training and Development.

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Ruby Johnston has served as the director of the Institute for Human Services - Canada for 14 years and has over 30 years experience working as a manager, consultant and trainer. Her master's degree is in organizational development and she is pursuing a doctorate. She is a church leader, ministry trainer and conference presenter. Ruby works as a consultant throughout the United States and Canada in both the public and private sector. In 2003, the focus of her work shifted to Eastern Europe and Central Asia. She is a co-founder of LAMb International. Ruby works extensively in Ukraine, Kyrgyzstan, Kazakhstan, as well as in North America, in the areas of adoption, child welfare, church leadership and business leadership training. Presently she is involved in helping the Ukrainian government develop an approach to families and children that focuses on national adoptions, training of orphanage staff, pre-service training for foster, adoption and kinship parents and developing nationals as trainers for the Life Skill Program to help improve the conditions for children and families. She is a birth parent, an adoptive parent and a former foster parent.



Lynn Johnston, has been involved in the education field over thirty years. He has extensive experience in teaching, counseling, training and mediations. As a former Provincial Mediation Chair he supervised a team of mediators who provided mediation services as well as training for potential mediators. Lynn has worked with The Institute of Human Services Canada for many years and has delivered Supervisory Core Training throughout Canada and the United States.

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Edwin Lebron, M.B.A., is a Senior Training Officer with the North Central Ohio Regional Training Center's Foster Parent Training Program at the Cuyahoga County Department of Children and Family Services. He has a Bachelor of Science degree in Human Resource Management from Miami University (OH) and also holds a Masters of Business Administration degree from Bowling Green State University with a specialization in Organizational Development. Edwin completed the OCWTP Training of Trainers for the culture and diversity curriculum. He has extensive experience working with training and staff development and has trained foster/adoptive caregivers and social worker staff.



Ruth McMonagle, A.C.S.W., LISW-S, is an independent trainer specialized in management, supervisory training and increasing personal effectiveness. She has 13 years experience in child welfare from caseworker to executive director and 25 years experience as a full time trainer and consultant. Ruth holds a BA degree in Psychology and dual master's degrees in Social Work and Business Administration. She is the 2008 recipient of the Linda Pope Award and the NASDT recipient of the Distinguished Service in Training Award which was given to Ruth in Atlanta, Georgia in Sept. 2008.
