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**More than a Group: Making  
Wellness an Agency Priority**

February 25, 2015

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**How to ask a question during the webinar**



If you dialed in to this webinar on your phone please use the "raise your hand" button and we will open up your lines for you to ask your question to the group. (left)



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**Today's Speakers**

- **Joan Kenerson King, RN, MSN, CS**  
Senior Integration Consultant, The National Council for Behavioral Health
- **Paula J. Beaulieu, M.S., CADC-II**  
Project Director, Stanley Street Treatment and Resources

**Moderator**

- **Rose Felipe**  
Associate, SAMHSA-HRSA Center for Integrated Health Solutions

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**After this webinar you will be able to...**

- List two organizational change strategies
- Identify two evidence-based programs to be used in the action stage of change to support increased wellness
- Describe potential community based partnerships to support wellness



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**Poll Question: Our organization offers wellness groups on a variety of topics (e.g., weight management, nutrition, smoking cessation, etc.)**

YES

NO

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**Poll Question: Attendance at our wellness groups is inconsistent and/or we struggle to get enough people.**



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*The stories we hear....*



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**“Culture does not change because we desire to change it. Culture changes when the organization is transformed; the culture reflects the realities of people working together every day.”**

**— Frances Hesselbein**  
*The Key to Cultural Transformation, Leader to Leader (Spring 1999)*



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Whole Health	Wellness	Recovery
<ul style="list-style-type: none"> <li>Integrated and coordinated care</li> <li>Primary care partnerships: Inside and outside</li> <li>Prevention and screening</li> <li>Population health management</li> <li>Data driven care</li> <li>Knowledge of mind/body connections</li> <li>Increased Health Literacy</li> <li>Care Coordination</li> <li>Care Transitions</li> </ul>	<ul style="list-style-type: none"> <li>Organizational culture of wellness</li> <li>Health Behavior Change</li> <li>Activation</li> <li>Stage Wise Interventions</li> <li>Motivational Interviewing</li> </ul>	<ul style="list-style-type: none"> <li>Person Centered Planning</li> <li>Community Connections</li> <li>Cultural Humility</li> <li>Activated Hope</li> </ul>

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**Thinking about organizational change through the lens of stages:**

- Pre-contemplation
- Contemplation
- Preparation
- Action
- Maintenance



*What are the organizational interventions and how one organization applied them...*

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**PRE-CONTEMPLATION**

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**Let's ask our attendees !**



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**Organizational Interventions in Contemplation:**

- Health fairs
- Recognizing the need to get people connected to primary care
- Implementing screenings: identify the depth of the challenges
- Beginning understanding of the need for organization wide change; establishing a wellness committee
- Emergence of early adopters
- "Wellness groups"



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**PREPARATION**

*A deeper move toward getting ready to change*

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**Organizational interventions to support preparation:**

- Staff training: knowledge, skills or attitudes
- Organizational timelines: planning for success
- Looking for community partners
- Specific outreach to primary care providers to establish better partnerships
- Wellness groups begin to look at baby steps and commitments
- Researching evidence based approaches to supporting change

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# ACTION

*Organization in motion*

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## Organizational Interventions in Action

- Changes in the physical environment
- Building whole health and wellness approaches into supervisory agenda
- Strengthening primary care partnerships inside and out
- Evidence based groups
- Continuous learning cycles
- Deepening staff training: motivational interviewing, solution focused CBT

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### Organizational Interventions in Action:

- Standardized screening protocols
- Clinical pathways
- Stage wise interventions for individuals: readiness determines intervention
- Active partnership based intervention



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# MAINTENANCE

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### Highlights of our Integrated Care Service

**Focus on Wellness:**

- Walking groups – 9 per week, 4 outdoor at two locations and 5 indoor  
- 8AM Walking group daily with clients and staff since April 2013
- SSTAR team of 45 clients and staff for the Fall River Fitness Challenge
- Monthly Health Fair/Event focused on different aspects of Wellness
- SAMHSA's Eight Dimensions of Wellness groups
- Open Access Groups – Yoga, Acupuncture, Mental Health Groups
- NEW-R – Nutrition for Exercise and Recovery groups
- Learn About Healthy Living for Tobacco Users Curriculum

**Staffing:**

- Hired bilingual Spanish Care Manager to improve culturally appropriate services
- Care Manager currently training to become a Certified Tobacco Treatment Specialist

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### Outcomes of our Integrated Service:

- K is a 25 year old female first treated here at age 15
- She is treated with 16 daily medications for 9 physical/behavioral health conditions
- She enrolled in HIP in January 2014 after making a New Year's resolution to lose weight and get healthy.
- She joined our SSTAR team for the Fall River Fitness Challenge, came to almost every walking group we have held since January and has logged in almost 500 miles to date. She has also attended Yoga, Zumba, and Acupuncture groups offered here. She completed two 8 week sessions of the NEW-R Nutrition for Exercise and Recovery group.
- K has lost over 20 pounds, 3 inches from her waist, has improved her cholesterol and blood pressure! Cardiologist was amazed at her progress since her last visit 9 months ago!
- She has experienced two difficult personal situations since January and has felt that her daily connections in group have helped her better cope with her emotions.



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### Organizational Interventions in Maintenance:

- Vision and accountability lodged in one group
- Commitment to interventions that address all stages of change
- Attention to community connections
- Policies reflect organizational commitment to whole health and wellness
- Continuous attention to data, change and success



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### Poll Question: What stage of change is your organization in?

- Contemplation
- Preparation
- Action



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**Thank you for joining us today.**

**Please take a moment to provide your  
feedback by completing the survey at  
the end of today's webinar.**

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