



Announcing...

A Leadership Development Opportunity for Addiction Professionals

Your agency, as many others, may be faced with a shortage of adequately prepared leaders. Many agency directors and senior level personnel who are now providing leadership in community-based addiction treatment agencies are approaching retirement age. There have been few educational opportunities to groom successors for leadership positions. The Pacific Southwest Addiction Technology Transfer Center (PSATTC) has stepped forward to fill this need by offering a Leadership Institute designed to facilitate the development of leaders for the future of our industry. This professional development opportunity is available to addiction professionals in Arizona and California (the Pacific Southwest region).

Why Participate in the PSATTC Leadership Institute?

Many great reasons exist for members of your staff to participate in the PSATTC Leadership Institute. These include opportunities for them to:

- Develop individual leadership skills.
- Receive individualized attention for leadership development.
- Meet other developing leaders.
- Learn more about their personal leadership style.
- Earn a Certificate in Leadership to validate the hours of training and project completion.
- Have practical experience to take into the "real world."

What Will the PSATTC Leadership Institute Offer?

The Pacific Southwest ATTC is offering a new, unique leadership preparation program that provides a balance of traditional training seminars, distance education, and field experiences. This six-month long experience takes commitment on the part of the Institute candidate and the agency in which the candidate is employed.

The primary goal of the PSATTC Leadership Institute is to cultivate new leaders within the addiction field through the enhancement of knowledge and development of competencies among new and emerging leaders. The Institute incorporates a four-phase design that provides the foundation for developing leadership and management skills:

Phase 1. Assessment – Trainees are required to undergo a formal assessment of their leadership and management interests, values, and skills through a standardized assessment instrument and feedback process. Participation of their supervisors, peers and persons who report directly to them is essential for a well-rounded assessment.

Phase 2. Training Experiences – Trainees are required to participate in a five-day Immersion Training that provides the conceptual framework and an appropriate body of knowledge for understanding the theory and practice of leadership. Each trainee is required to take at least 20 hours of additional continuing education that will be made available through many different venues based on the trainee's individualized development plan.

Phase 3. Experiential Learning – This phase moves the trainee from the "classroom" to relevant settings (likely their own organization) to hone some of their leadership competencies. Trainees will be paired with a mentor and will be required to conduct an individualized development project.

Phase 4. Recognition – The Leadership Institute culminates in the trainee's presentation of their individual project and in a special ceremony with current leaders in the field in which a formalized certificate of proficiency is awarded.

What are the Nomination/Application Criteria?

Candidates for the program are nominated by their agency director or another supervisor within their addiction treatment agency. It is critical that the agency agree to allow the trainee the time needed to complete all requirements, and provide opportunities for the trainees to test new skills.

Nominations will be screened and selected for the program through a committee process. This process allows for the selection of individuals who have characteristics that demonstrate the ability for leadership, and capitalizes on their willingness to learn, grow and be a part of this dynamic process.

The PSATTC Leadership Institute will select approximately 15 candidates for the Institute who:

- Possess a personal and occupational commitment to the addiction treatment field.
- Are currently employed in a supervisory position within an addiction service agency.
- Demonstrate current and potential leadership as indicated by professional, volunteer and other activities, and are recommended by their agency for participation.
- Make a commitment to participate fully in all activities of the training, including soliciting an assessment of personal leadership skills by superiors and subordinates.
- Provide verification that the agency is also committed to the person-hours required to learn and apply the leadership model/training.

How Do I Nominate?

Application to the PSATTC Leadership Institute is open to persons who work in addiction treatment agencies in Arizona and California. Potential candidates must be nominated through the nomination form in this brochure and are selected for participation by the Leadership Steering Committee based upon the information contained therein. Attendance in all of the training activities is mandatory. Nomination forms must be postmarked by June 30, 2008. The selected candidates will be notified by July 31, 2008.

When and Where is this Offered?

The "kick-off" training for the Institute will be held on September 15-19, 2008 at the Crowne Plaza Hotel, 2532 Peoria Ave., Phoenix, AZ 85029. This beautiful property is located just 16 miles Northwest of Sky Harbor International Airport. This property puts you close to everything, including the Metrocenter Mall. For more information about the hotel, you may visit the hotel's website at www.cpphoenix.com.

What Are the Costs?

This year, the registration fee will be \$300 per trainee to partially cover costs involved in the PSATTC Leadership Institute training activities and events. Trainees (or their agency) will be financially responsible for their hotel stay (there is a block of rooms reserved at the group discount rate of \$99/night plus tax at the Crowne Plaza Hotel), and transportation to and from the training locations. The PSATTC will provide the expert trainer and mentors, ongoing support to all participants and will cover breakfast and lunch Monday-Friday, as well as a special dinner on Thursday night. On or off the job time for participation in additional educational opportunities and completion of individual projects is also the responsibility of the trainee/agency.