

EFFECTING CHANGE

News from the Family & Children's Resource Program
<http://fcrp.unc.edu>

New to Our Team



Joe Willis, FCRP's business coordinator, earned his Bachelor of Science at Rensselaer Polytechnic Institute and his Masters of Business Administration from SUNY at Albany. He comes to FCRP most

recently from the Department of Health Care Finance in Washington, D.C. When not at FCRP, Joe can be found either chasing after his daughter or watching the Yankees.

Vicky Chang, our program

assistant and registrar, received both her Bachelor of Science in Business Administration with a concentration of Human Resources and a Minor in Accounting from North Carolina State University. When not working, she enjoys spending time with her family and friends, and experimenting new baking recipes.



“Staying Power!” Training Can Help Improve Workplace Climate

A recent evaluation shows that *Staying Power*—a course for child welfare supervisors developed by the UNC-CH School of Social Work—really can make a difference for learners and their agencies.

Staying Power! A Supervisor's Guide to Coaching and Developing Child Welfare Staff is a three-day, classroom-based course that teaches supervisors specific, research-based tools for enhancing staff motivation and effectiveness. Tools taught in the course include solution-focused coaching techniques for supporting staff, tips for recognizing and responding to signs of worker disengagement and burnout, and techniques for helping staff cope with the trauma inherent in child welfare work.

To assess *Staying Power's* effectiveness, in 2012 evaluators from UNC, with funding from the NC Division of Social Services, gathered information from supervisors enrolled in *Staying Power*, as well as from staff they supervised. Fifty supervisors and 194 child welfare workers participated in the study, which drew from four sources: (1) a satisfaction survey administered after training; (2) a knowledge assessment administered before and after training; (3) surveys of supervisors 3 and 6 months after training; and (4) surveys of workers supervised by *Staying Power* participants, administered soon after the course and again 6 months later.

The study found that attending *Staying Power* had a positive impact on supervisors and their supervisees. *(Continued)*

Supervisors were glad they attended the course, gained new knowledge, and applied what they learned when they went back to their agencies.

Staff also benefited. After their supervisors attended *Staying Power*, workers experienced at least a 10% increase in satisfaction with the climate of their workplace. Unhappy workers saw even greater increases. This suggests *Staying Power* teaches supervisors skills and knowledge that help them raise the overall satisfaction of the people they supervise.

To read the full report on the *Staying Power* evaluation, click here

http://fcrp.unc.edu/pdfs/Staying-Power_report_Aug2014.pdf

To learn more about the content of *Staying Power*, click [here](#).

Building Your Own Resilience

We've delivered this content to a wide audience including mental health, substance abuse, and law enforcement professionals. This 3-hour workshop helps providers enhance their skills for building resilience in themselves and their organizations. The event includes presentation, reflection, discussion, and group activities on Trauma Stewardship and explores how working with people in situations of trauma not only affects us personally but is also reflected in our organization's culture.

To bring these and other workshops to your organization, contact our Training Coordinator, Amy Ramirez, at aramirez@email.unc.edu or 919-962-4365.

The Middle Space

The Family and Children's Resource Program is a partner in The Middle Space. The Middle Space engages, integrates, and blends diverse perspectives, interests, organizations, and communities to design and create triple bottom-line benefits that contribute to the welfare and well-being of all. To achieve these results, TMS designs customized learning and leadership programs, and community building processes that embrace person-centered philosophies. TMS works at the intersection of public, private, and not-for-profit agencies. To learn more about The Middle Space, please visit us on the web at: <http://tms.unc.edu>

Coaching For Change Series

- [Coaching Dialogue for Workers](#)
Helping caregivers solve their challenges
- [Coaching Dialogue for Supervisors](#)
How to help workers approach families

**More videos, mini courses, and webinars
from the Family & Children's
Resource Program – Click [here](#)**

