



Illinois Mental Health Counselors Association

P.O. Box 706
DeKalb, IL 60115

Non-Profit Organization
U.S. Postage Paid
Illinois Mental Health
Counselors Association



Illinois Mental Health Counselors Association *Supervision Workshop Series*

Workshop Topics & Locations

- Saturday, September 20th**
"Advanced Issues in Counseling Supervision"
801 North Giant City Road, Ramada Inn Limited, Carbondale, 62901
- Saturday, October 4th**
"Ethical Decision Making in Counseling Supervision"
5201 Old Orchard Road, Hampton Inn & Suites, Skokie, IL 60077
- Monday, October 20th**
"Effective Strategies in Counseling Supervision"
122 S. Michigan Ave. National-Louis University, Chicago, 60603
- Friday, October 24th**
"Legal & Ethical Issues in Counseling Supervision"
202 S. Halsted Street, Prarie State Community College, Chicago Heights, 60411
- Friday, November 21st**
"Assessing Boundaries in Counseling Supervision"
1000 Capital Drive, National-Louis University, Wheeling, 60090
- Saturday, December, 6th**
"Evaluation and Assessment in Counseling Supervision"
850 Warrenville Road, National-Louis University, Lisle, 60532
- Friday, December 12th**
"Legal and Ethical Issues in Counseling Supervision"
122 S. Michigan Ave. National-Louis University, Chicago, 60603

THREE EASY WAYS TO REGISTER

By Phone: (800) 493 - 4424
By Fax: (815) 787 - 0505
By Mail:
 IMHCA
 P.O. Box 706
 DeKalb, IL 60115

Registration Form

Fill in the date you are registering for on the line provided next to the title of the workshop below

Fill in Date	IMHCA Member	Non-Member
----- Assessing Boundaries	\$100	\$120
----- Effect. Strat. in Coun.	\$100	\$120
----- Ethical Decision Supv.	\$100	\$120
----- Evaluation & Assessment	\$100	\$120
----- Legal and Ethical	\$100	\$120
----- Audio CD Eval. & Assess	\$110	\$130
----- Audio CD Effective Strat	\$110	\$130

TOTAL AMOUNT DUE \$ _____

NLU Students & Staff will receive a \$25 discount off their registration fee

Name _____

Address _____

City _____ State _____ Zip _____

Phone _____

E-mail (please print clearly for confirmation) _____

Payment Options: Supervision Workshops

- Check enclosed payable to IMHCA
- Credit Card (Master Card, VISA, American Express, Discover)

Card Number _____ Expiration _____

V-Code #* _____ Signature _____

(*MC/Visa/Discover: Last 3 Digit# on signature panel on back of card)
(*American Express: 4-digit# above account # on face of card.)



NEW TOPIC ADDED! Audio CD Home Studies

Save on gas, time and parking.

Call IMHCA to Order. \$110 Members --\$ 130 non members

These CD sets are a live - digitally mastered and edited recording - of the workshop

"Evaluation and Assessment in Counseling Supervision" Audio Program

Your audio training package includes:

- ✓ A four CD set of the workshop, "Evaluation and Assessment in Counseling Supervision"
- ✓ A 117 page text book, "Clinical Supervision: A Handbook for Practitioners"
- ✓ 6 CE's

"Effective Strategies in Counseling Supervision" Audio Program

Your audio training package includes:

- ✓ A four CD set of the workshop, "Effective Strategies in Counseling Supervision"
- ✓ A 117 page text book, "Clinical Supervision: A Handbook for Practitioners"
- ✓ 6 CE's

SCHEDULE

Workshop Sign-In 8:30 am - 9:00 am
 Workshop 9:00 am - 12:00 pm
 Lunch (on your own) 12:00 pm - 1:00 pm
 Workshop: 1:00 pm - 4:00 pm

QUESTIONS?

Phone: (800) 493 - 4424
Fax: (815) 787 - 0505
E-mail: imhca@imhca.org
Website: http://www.imhca.org

INFORMATION ABOUT IMHCA SUPERVISION WORKSHOPS

Continuing Education Hours:

This program is recognized as providing 6.0 CE's for: LPC/LCPC and LSW/LCSW (IDFPR license # 159-000650) LMFT (IDFPR license # 168-000148) and by the National Board for Certified Counselors for National Certified Counselors (Provider No. 2014). IL State Board of Education Provider Code: 102295, 6 CPDUs

Confirmation / Directions: Upon receipt of the registration form we will mail or email confirmation letters and directions. Directions are also available on our website: <http://www.imhca.org>

Refund policy: Registrations, cancelled before seven days prior to the workshop can be refunded minus a \$20 administrative fee. No refunds can be made seven days prior to the workshop.

Registration Deadlines: Registrations must be received by the IMHCA office one week prior to the workshop. Space is limited in each workshop.

Proof of IMHCA Membership: To receive the member discount you need to be a current member of ICA and the IMHCA division. If you are unsure, please call and we can verify your membership status.

PRESENTER



Toni R. Tollerud, Ph.D., LCPC, NCC, NCSC, ACS is a Presidential Teaching Professor of counseling in the Department of Counseling, Adult and Higher Education at Northern Illinois University. As an educator for over 39 years, Dr. Tollerud has had extensive experiences in supervision training including student teachers, school counselors, agency counselors, and counselors-in-training.

These experiences have been beneficial in helping to develop the supervision course at NIU as well as doing numerous presentations around the state and at conferences on issues related to supervision. Over the past 18 years she has consistently taught core courses, especially in supervision, practicum, internship and counseling. Participants in her classes and workshops come away enthused and informed regarding ways they can improve their own supervisory skills and relationships.

Dr. Tollerud is Past-President of the Illinois Counseling Association, North Central Association of Counselor Educators and Supervisors, and the Illinois Counselor Educators and Supervisors. She has received numerous awards for her professional work including the Illinois Mental Health Counselors Association Outstanding Service Award in 2006, and Illinois Counselor Educators Educator of the Year Award in 2003. She has published numerous articles and book chapters on counseling issues. She is a Licensed Clinical Professional Counselor, National Certified Counselor, National Certified School Counselor, approved Clinical Supervisor, and a graduate of the University of Iowa. She also holds certificates for elementary and secondary teaching and school counseling for the State of Illinois.

Supervision Q & A

Q: How did this rule change happen?

All rules are drafted by the Illinois Department of Financial and Professional Regulation. They are then approved by the legislative Joint Committee on Administrative Rules.

Q: What was the reasoning behind this new rule? The Counselor Licensure Board reviews all licensure rules and hears complaints about licensure law and rule violations. They felt that many of the concerns would be alleviated by better trained and more qualified clinical supervisors.

Q: When does this new rule go into effect? It went into effect September, 2003. When LCPCs renew in 2009 they will need to have completed the 18 hours of training in order to renew.

Q: When can I start earning training CEs in supervision? Any qualified training attended between September 1, 2003 and March 2009 will qualify.

Q: What if I am not providing supervision? All LCPCs can provide supervision therefore all LCPCs, whether or not they are providing or will provide supervision, must meet the requirement.

Supervision Workshop Series



ASSESSING BOUNDARIES AND BUILDING THE SUPERVISORY RELATIONSHIP

Presenter: Dr. Toni R. Tollerud

Key Components:

- ◆ The supervision relationship
- ◆ Techniques and methods unique to supervision
- ◆ Typical mistakes made in supervision
- ◆ Multicultural issues
- ◆ Evaluation in supervision
- ◆ Setting clear and appropriate boundaries
- ◆ Games played by supervisees and supervisors
- ◆ More ethical considerations

More Specific Ideas:

- ◆ What relationship skills are necessary for the supervisor?
- ◆ Role conflict and role ambiguity
- ◆ Parallel Process
- ◆ Skill building interventions
- ◆ Helping the supervisee to choose effective interventions
- ◆ Evaluation assessments - formative and summative evaluation
- ◆ Essence of good feedback
- ◆ Importance of understanding differences between the supervisor and supervisee regarding gender, race, ethnicity, SES, sexual orientation, religion, and more

EFFECTIVE STRATEGIES IN COUNSELING SUPERVISION

Presenter: Dr. Toni R. Tollerud

Key Components:

- ◆ Overview of supervision
- ◆ Effective planning
- ◆ The process of supervision
- ◆ The discrimination model
- ◆ Different settings of supervision
- ◆ The first session in supervision
- ◆ Selecting a preferred style
- ◆ Ethical considerations

More Specific Ideas:

- ◆ What is supervision?
- ◆ Differences in settings, roles, expectations, and evaluation for pre-graduated supervisees and beginning professionals
- ◆ Roles of effective supervisors
- ◆ Expectations of supervisor/supervisee
- ◆ Selecting a preferred style for supervision and understanding of the discrimination model as a starting point
- ◆ The supervisor as learner in the discrimination model
- ◆ Effective planning for the supervision session
- ◆ The art and importance of process in supervision
- ◆ Ethical concerns and vignettes pertinent for the beginning supervisor
- ◆ Little: Methods and Techniques, The Supervisory Relationship



EVALUATION AND ASSESSMENT IN COUNSELING SUPERVISION

Presenter: Dr. Toni R. Tollerud

Key Components:

- ◆ Problems in the supervisory relationship
- ◆ Stages in supervisee development
- ◆ Supervisor competence and need for professional development
- ◆ Advanced ethical and legal issues of supervision
- ◆ Models in supervision: new avenues and ideas
- ◆ Evaluation and assessment techniques

More Specific Ideas:

- ◆ Difficult supervisees; games and how to counteract them
- ◆ Help participant define own model or preferred style
- ◆ Evaluation of pre-graduates versus evaluation of professionals over time
- ◆ Boundaries and dual relationships
- ◆ Competence issues - growing as a supervisor
- ◆ Research impacting supervision
- ◆ Advanced ethical issues - legal concerns and liability



LEGAL AND ETHICAL ISSUES IN COUNSELING SUPERVISION

Presenter: Dr. Fran Giordano

Key Components:

This workshop will explore the implications of supervision ethics to the everyday practice of clinical supervision. It will review Illinois counseling licensure law and will discuss supervisor responsibilities. The presenter will offer practical suggestions for protecting supervisors from disciplinary actions. The use of ethical practice to increase supervision skill will also be emphasized. Other topics will include strategies for selecting ethical supervisors, the role of documentation, and the implications of technology to ethics.

More Specific Ideas:

- ◆ Learn legal and ethical responsibilities of supervisors
- ◆ Understand the implications of Illinois counseling licensure rules to clinical supervisors
- ◆ Learn hints to protect supervisors from disciplinary action
- ◆ Review ACES & NBCC ethical guidelines for supervision
- ◆ Practice confronting supervisees about ethical issues
- ◆ Develop strategies for reviewing case notes and other forms of documentation
- ◆ Develop strategies for selecting ethical supervisors and monitoring their supervision
- ◆ Discuss implications of accreditation to supervision ethics
- ◆ Strategies for selecting & communicating with attorneys
- ◆ Ask about specific ethical issues relevant to their sites

NEW TOPIC

ETHICAL DECISION MAKING IN COUNSELING SUPERVISION

Presenter: Dr. Fran Giordano

Key Components:

Often the struggles that mental health practitioners and supervisors experience when faced with an ethical decision involve a lack of self-awareness; an absence of critical knowledge about the applicable ethics and laws; and a failure to engage in a formal decision-making process. This workshop will attempt to help practitioners and supervisors overcome these barriers by increasing their self-awareness and exploring relevant ethics and laws. The implications of changes in ethical standards and community practice to ethical decision-making will also be discussed. Emphasis will be placed on ethical decision-making for supervisors within community agency and private practice settings. Participants are encouraged to bring their own ethical cases for exploration during the workshop.

More Specific Ideas:

- ◆ Participants will explore the connection between their own morality and their ethical decision-making.
- ◆ Participants will learn about the underlying principles of ethical decision-making and supervision.
- ◆ Participants will learn a model for making ethical decisions in clinical practice.
- ◆ Participants will explore "real world" barriers to ethical decision-making such as supervision issues, the culture of the agency, and the relationship with the client.
- ◆ Participants will learn strategies to document ethical decisions and manage liability risks and supervision risks.
- ◆ Participants will discuss their own ethical struggles with cases.

PRESENTER



Fran Giordano, Ph.D., LCPC is an Associate Professor of Counseling at Northern Illinois University. She has extensive experience conducting training workshops for counselors. In 1998 she received the Counselor Educator of the Year Award from the

American Mental Health Counselors Association. She is a Past-President of IMHCA and a member of the State of Illinois Counselor Licensure Board. She is the 2002 recipient of the IMHCA Distinguished Service as an Illinois Mental Health Counselor Award. She has been presenting test preparation workshops for the NCMHCE exam for nine years. As a member of the State of Illinois Counselor Licensure Board, Dr. Giordano has been very involved in the development of the licensure rules that effect the supervision of counseling. She is a member of the Illinois Counseling Association's ethics committee and is often consulted by mental health professionals in Illinois about ethical concerns. She is the Chair of the Supervision Standards Sub-Committee for the American Association of State Counseling Boards. Dr. Giordano often writes on ethical issues in the IMHCA newsletter.

Comments from Counselors

"I am happily surprised at what an easy fit supervision is to my personality. I am excited to pursue this new avenue further."

"[Legal and Ethical Issues in Counseling Supervision] makes me feel more comfortable about the idea of supervising"

"The presenter answered my questions about what makes a good supervisory relationship."

"Dr. Tollerud has such a comprehensive knowledge base. She teaches in a comfortable rhythm - calm - no intensity or pressure. It's easy to take in information"

"The clarity of information presented and the varying modes of instruction, lecture, film, Q&A and practice sessions were excellent."

"[Dr. Giordano] Very informative - really knew her topic and communicated it perfectly."

"Good Handouts - Well Organized."