

Upper Leadership: How to develop your Organizational Social Context to maximize effectiveness

This seminar is specifically designed for top leaders and senior managers of children's mental health and child welfare organizations. Based on over two decades of research in and with these organizations, the leading national research center (CMHSRC) on organizational social context in mental health and social service systems is providing the first evidenced-based seminar of its kind.

The Power and Promise of Context

You will learn that your organization's social context (its culture, climate and worker attitudes) is a potent and driving force in your organization. Our decades of research in child welfare and mental health services, along with research from business, industry, and other service sectors, has established the significant impact of organizations' social contexts. Directly impacted are staff turnover, job satisfaction, commitment to the organization; service quality and clients outcomes, and the ability of organizations to adopt and sustain new evidence-based treatments.

Assessing the Relevance of This Institute to Your Organization: Is your organization really a Top Tier Organization?

Approximately ten percent of organizations nationally demonstrate organizational social contexts that can be referred to as "Top Tier." Top Tier organizations have superior cultures and climates, and are in a different class. Our research show that these agencies distinguish themselves with significantly lower staff turnover, the ability to sustain new programs, significantly better client outcomes, and a variety of other positive benefits to staff, clients, and stakeholders.

- Every leader wants his or her organization to be in the top tier
- Every employee wants to be a part of a top tier organization.

Ask yourself?

Do you know whether or not your organization is a Top Tier organization?

Do you know why or why not?

Do you understand the critical role you are playing in making this happen?

Do you know which behaviors, strategies, tools, and processes can be used to influence your organization's social context?

The shift from luck to skill

There are now well researched, reliable strategies to bring organizations into the top tier and keep them there.

- For over 20 years our Center has conducted large-scale research studies to understand optimal organizational social contexts that maximize effectiveness.

- We are recognized as a national leader in organizational and implementation research with the only empirically proven organizational intervention for improving social contexts in mental health and social services.
- We have developed a number of essential tools and services specifically for mental health and social services that no one else can offer.

Practical Tools

In this 2 ½ day Institute we will offer a solid theoretical understanding, applied insights, tools, and skills unavailable anywhere else in the country. This includes:

- A clear understanding of organizational social contexts that set Top Tier organizations apart.
- A clear understanding of well researched key principles that underlie Top Tier organizations
- Assessment tools and strategies for understanding your agencies strengths and challenges in becoming or remaining a Top Tier organization
- Development of clarity about the impact your organization's leadership has on being a top-tier organization.
- A thorough analysis of how organizational practices (e.g., discipline systems, performance appraisal, feedback) are influenced by and help sustain your organizational social context.
- A review of our empirically proven intervention to improve organizational social contexts.
- Assistance with beginning an individualized plan for bringing your organization into the Top Tier and keeping it there

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