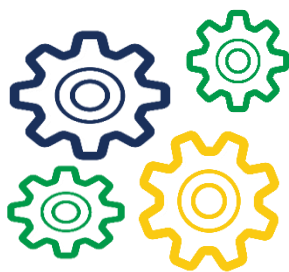


Changing Gears With An Eye On The Future



MOHR Annual Spring Conference May 15 & 16 & 17, 2023

Park Event Center 500 Division St, Waite Park, MN 56387
Phone: (320) 640-0204

Monday, May 15:

12:30-2:00 Registration

2:00-3:30 Welcome Address- **The Evolution of Serving Others** – Ted Schick



Change is hard and yet inevitable for growth. If we have always done it this way, it's probably wrong. In this opening presentation, we will examine, discuss, and reflect on what it means to serve others, how this is changing the future, and what we need to do as leaders to make this happen successfully. Change occurs at the frontlines with your DSP's and Job Coaches. First lesson: View the future and change as an EVOLUTION because with evolution, we are better.

3:45-4:45 Values Committee Activity

4:45-6:00 Social Event Mixer - **Basket Drawings are back this year!** We have several fun gift baskets donated by MOHR Region Members! You'll receive 3 free tickets in your conference folder to enter for drawings. Additional tickets will be available at registration - 3 for \$5.

Basket Drawings will begin at 4:45. Must be present to win!

6:00-Beyond Dinner on your own: There are several great restaurants within walking distance.



Tuesday, May 16:

7:30-9:00 *Breakfast*

9:15-11:30 Morning Break Out Session

Mid-Management/Leadership Track: *Is This Really a Good Idea; Addressing the “Why” of Organizational Transformation* - MTI (Minnesota Transition Initiative)

This session will dive into why organizational transformation, from center-based to community-based, is such a hot topic. There will be an overview of state and federal policy and systems change and the Employment First values that are driving organizational transformation efforts across the country. We will also discuss how transformation can benefit provider agencies and people with disabilities.

Admin Track: *Public Relations 101- Pineapple RM*

Learn the basics of marketing your agency to make an impact. Pineapple RM will help you tap into the power and potential of your brand and reputation to generate results that matter!

DSP Track: *Creating Positive Experiences for You and the People You Support* - Betsy Gadbois & Jeanne Eglinton

What does success look like for you? How have you experienced success in your life? Throughout our lives we have likely been able to experience opportunities for success in many ways, like the classes we took, the activities we participate in or in our careers. People with disabilities may not have had those same opportunities. Come learn how you can help the people you support experience success and have more control over their actions. You will learn about developing personal mission statements, the value of setting short term goals and how you and the people you support can have more control in life. Participants will also learn about the Unified Work program and how it is helping people with disabilities gain confidence and skills necessary to get and retain a job.

11:30-12:30 *Lunch*

12:30-2:40 Afternoon Sessions - One

Mid-Management/Leadership Track: *A Practical Deep Dive into the 10 Essential Elements of Organizational Transformation* - MTI Team (Minnesota Transition Initiative)

This session will provide an overview of MN state and federal systems change and Employment First values that are driving organizational transformation efforts across the country. Presenters will explore the [10 Essential Elements of Organizational Transformation](#). These ten elements are based on research conducted by the University of Massachusetts - Boston's Institute for Community Inclusion.

Admin Track: *Organizational Redesign from Concept to Reality* - Karen Herman and Panelists: Julie Johnson, Steve Skauge, Ann Dahl

Organizational Transformation can get messy. It is critical that organizations both understand and define their long-term vision and ultimately how success will be defined. This session will dig deeper into setting and communicating a clear vision that strives for competitive and integrated employment outcomes for people with disabilities and how to leverage this vision into action.

DSP Track: *Steps to Customized Employment: They Work!* - APSE Panelists: Dana Eisfeld, Jon Alexander, Larissa Beck

In this session we will go over the different steps of Customized Employment and what the service looks like when you are going through the method with someone. You will learn about the Employment First Policy, how to build a program, how to fund Employment Services, best practices in Customized Employment, and how to support someone in a job. We will also share a variety of resources that are available to your agency.

2:40-3:00 *Afternoon Break- Puppies!*

3:00-4:45 Afternoon Sessions - Two

Mid-Management/Leadership Track: *The Role of Mid-Level Managers in Increasing Competitive Integrated Employment* - MTI (Minnesota Transition Initiative)

This session will affirm the critical role mid-level managers play in supporting transformational change in services and redirecting outcomes to competitive integrated employment (CIE). Participants will get tips and advice for working with executive leadership and direct support professionals to achieve success. We will review the importance of synergy in working with key stakeholders including partner and funding agencies. A strong focus will be supporting mid-level managers in building their direct support professional (DSP) team and coaching new and current staff to implement the vision of Minnesota's Employment First Policy.

Admin Track: *Bringing Strength and Sustainability to Your Workforce – Build a Strong & Supportive Foundation for Your Workforce* - Wanda Grew-Jasken

Session One: High Turnover. Talent Shortages. What do we need from employees? What do employees need from us? How can we position ourselves for growth and sustainability? In this session, we identify the foundation for a strong and sustainable workforce. We discuss common “fractures” we tolerate, why, and how to repair them.

DSP Track: *Legislative Education – Understanding the Basics of Advocating* - Heidi Smith

The legislative process can be intimidating if you don't understand it, and yet it is critical to understand how to advocate for yourself and the work that you do for the people we serve. Heidi will share in a fun, effective way how to communicate with your legislator and how the process works from the introduction of a bill to signing it into a law.

4:45-6:00 *Recognition of MOHR Direct Support Professional Award Winners*
Basket Drawings! Must be present to win!
Sponsor and Vendor Recognition

6:00-Beyond *Dinner on your own*

Wednesday, May 17:

7:30 – 8:30 *Breakfast*

8:45 – 10:20 Morning Break Out Sessions:

Mid-Management/Leadership Track: *Supporting Day Services Staff to Increase Community Life Engagement Outcomes* - MTI (Minnesota Transition Initiative)

This session will provide practical strategies to support ongoing transformation efforts away from more traditional center-based day service models to those focused on increasing true community life engagement outcomes. This will highlight the importance of utilizing a holistic approach to service delivery and business models to bridge Day and Employment supports. Mid-level managers will leave with practical tools and strategies to support and mentor Direct Support Professionals (DSPs) to get desired outcomes.

Admin Track: Bringing Strength and Sustainability to Your Workforce-Position Your Workforce for Growth - Wanda Grew-Jasken

Session Two: In this session we build on what we learned in Session One and use that foundation to build sustainability programs that position us for growth.

DSP Track: Taking Care of the Caregiver – Heidi Smith, Jessa Swift, and Guests

Direct Support Professionals experience unique stress. We have some unique solutions to help increase your wellness and reduce your stress level! This breakout session will help you take care of the most important person first, YOU! Designed just for Direct Support Professionals with many special surprises. No leadership allowed; this is all just for You!

10:20 – 10:30 **Mid-Morning Break**

10:30 – 12:00 **Keynote Address: Bringing It All Together** – Betsy Singer & Self-Advocates

Registration Information

Conference registration begins Monday April 3rd and ends Friday May 5th

To register for the conference, click: <https://form.jotform.com/choicewebsite/2023-mohr-annual-conference-registr>

To pay by check (\$179.00 per person) make checks payable to: MOHR, C/O Heidi Smith, 23504 Lamoille Road, Winona, MN 55987

Conference registration does not include hotel accommodations. Reserve your room below:

Hilton Garden Inn: Call the hotel directly at (320)640-7990 and request GROUP CODE: MAC for discounted rates of \$144/night. Please book by April 15th

Residence Inn St. Cloud: Call the hotel directly at (320)640-0200 and request the MOHR group rate of \$159/night. Please book by April 15th

Thank You to our Conference Sponsors!



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