



Annual Conference Information

September 16 & 17, 2021

Radisson Hotel

505 W. Superior St, Duluth, MN 55802

218-727-8981

Thursday, September 16

7:45 – 8:50 Breakfast – at “The Champ Breakfast Buffet”

7:15 – 9:00 Registration

8:30 – 11:15 **Overview of Brain Injuries (BI) and How to Help Individuals with a BI Succeed in their Chosen Workplace – Heidi Smith, Winona ORC Industries**

Join me as we talk through the different types of brain injuries (TBI, ABI, concussion, PTSD). With all the research that surrounds this new field of study, it can be overwhelming to understand the different types and how they affect an individual's success in life. This session will dive into some of the terms and provide some basic information on how they occur. Understanding this can build bridges to a fulfilling and meaningful life. From that basic knowledge, we will apply some practical solutions and suggestions into the workplace. Creativity, honest conversations, and some simple tricks and tips can sometimes mean the difference between success and failure when returning to the workplace. Accepting a “new normal” and understanding some of the “feelings” and “frustrations” that come with this will also be explored.



8:30 – 11:15 **Be the Exception – Annie Meehan, Speaker – Author – Consultant**

Annie Meehan is committed to transforming achievement from good to great by teaching people to rewrite their excuses into successful accomplishments. Speaking internationally as an expert on living an **Exceptional** life, she will motivate, inspire, and activate the audience to remove the roadblocks that stand in the way. Audiences walk out with a “WOW” factor that includes practical tools to immediately impact their lives both professionally and personally.



Having corporate, associations, and non-profits as clients, Annie provides actionable strategies to manage change, recognize the power of words in customer/employee experience, and eliminate excuses that keep people from attaining their goals. Her passion and engaging presence inspire people to take action.

8:30 – 11:15 Assistive Technology for Engagement – Lisa Riley, MSS and the 2019 ANCOR MN DSP of the Year Award

Participants will learn about and see the demonstration of a variety of assistive technology tools to facilitate communication, independence and environmental control both in the day program and at home. Tools range from basic to complex and the discussion will include resources for trainings, how to access free webinars, device loans and where to purchase this technology. There will be time for questions and the opportunity for hands-on experiences. If you have an iPad, please bring it! We will learn about different accessibility features and airdrop Sounding Board menus if desired. There will also be a drawing for a free Amazon Echo Dot!

11:30 – 12:45 Lunch will be served at JJ Astor’s revolving restaurant on the 15th floor. Orders will occur during registration. Please be timely as the restaurant will be closed to the public.

1:00 – 4:00 Mentorship- Heidi Smith, Winona ORC Industries

Mentorship is often overlooked in an organization. It seems many feel it is not substantive and takes too much time. However, a good mentorship program can be a great employee retention plan from DSP’s to Emerging Leaders to those we serve.

Objectives of this training:

- *How to create a mentorship program*
- *What are the pros/cons of a Formal vs Informal mentorship program*
- *Who should/should not be a mentor in the organization*
- *What are the outcomes/expectations from a mentorship relationship*
- *Can mentorship help with succession planning?*

1:00 – 4:00 Don’t Go There: Avoiding Power Struggles – Timothy Denney, Level 5

You’re walking away from a difficult encounter when this thought occurs to you. “Did I just lose another power struggle with a consumer?” Or maybe it was an interaction with a staff member. Power struggles are a common, sometimes daily occurrence in education and human services. They can be difficult to manage effectively, and can be highly disruptive to services and to the service environment. Often, they contribute to a lack of progress on case goals.



But does it have to be this way?

In this learning experience, explore the reasons why power struggles may be present in certain case relationships and discover what the consumer gains by taking you to the struggle. Understand the importance of answering the “what’s in it for the consumer” question before you get into the situation. Knowing that answer will help you choose better strategies and leverage alternate communication processes to keep the case and the bystanders more on course. This discussion-focused experience will help you identify motives and gains, along with strategies and tips to avoid the struggle and keep a satisfactory working relationship.

1:00 – 4:00 **Appreciation in the Workplace - Chelle Eliason, starts with a C**
Appreciation in the Workplace can solve the problem of staff turnover, miscommunication and save time and costs for employers and employees by providing proven examples of better appreciation.



At the end of this training, DSP's will be able to:

- *Identify personal appreciation strengths and weaknesses*
- *Improve methods of communicating appreciation*
- *Build teams*
- *Reduce turnover*
- *Gain tools for improving the workplace*

*** Two drink tickets will be in your folder. You'll get them stamped when you stop by the CBS booth for use at the Bowery Bar and Pub after 4:00.**



**** Dinner on your own.**

Friday, September 17

7:00 – 8:20 **Breakfast at “The All-American Buffet”**

8:30 – 10:30 **Tools for DSP's - Panel: Angie Taylor, PHASE-Industries; Vivian McKewin, Polk County DAC; Jane Byers, Polk County DAC**

The Importance of Self-Care for DSP's – Angie Taylor

Turnover and burnout of DSPs has been a constant hardship for as long as we can remember. The individuals we serve rely on DSPs to be 100% present both physically and mentally in order to provide the best service possible. If our DSPs aren't taking the time to care for themselves, how can we expect them to be the DSPs that our individuals need and deserve? In this session, we'll discuss the importance of self-care of DSPs and some tips to help our DSPs ensure they're taking time to care for themselves in a world where they are always caring for everyone else.

Person Centered Community Engagement and Learning Opportunities – Vivian McKewin

Two years ago, I encouraged and then supported a client that I work with to apply for a job at the local Police Department, as we had seen they were hiring. See how we utilized those new-found relationships to motivate the individuals with whom you work.

Achieving Hands -On Arts & Crafts – Jane Byers

For various reasons, some of our consumers are reluctant to participate in hands-on creative art like painting, sculpting or mixed media. On the other hand, there are consumers and DSPs who wish to incorporate hands-on arts and crafts in their programing but aren't sure how. Relax. Learn about a few simple things that naturally make these activities run smoothly and boost participation.

8:30-10:30 *Let's Talk about Sex – Annie Roseen, CHOICE Unlimited*

Join Annie to learn about sexuality and specific issues for people with intellectual disabilities. Explore our own value, attitudes, how we communicate and how it may impact the people we serve.



8:30 – 10:30 *Discussion on the Impact Waiver Reimagine has on providers – Lori Schluttenhofer and Panel*

10:30-10:45 *Committee Introductions*

Tip of the Spear and DSP Award Winner Recognitions

10:45 – 12:00 *Key Note Speaker – The Work We DO – Ted Schick*

Not everyone can do this demanding work—heck, not everyone should! In this fun and engaging topic, we discuss and look at the purposeful work of organizations that serve people--- from what keeps us motivated to growing our critical teams to taking time for ourselves--- especially as we emerge from this pandemic. We are all different now having faced adversity. Let's be together as we look at the work we do.

Closing Comments

Registration Information

When: Registration begins July 12th

Conference Fee: \$160 per person (No refunds. However, you may send an alternate)

Registration must include: the name of each person attending, the breakout sessions each person will be attending, and payment. This is for the conference only.

How to register and pay: Use this link to register <https://hipaa.jotform.com/211375216172045>

Hotel Registration:

1-800-333-3333 and ask for the MOHR blocked rooms

Online at <https://www.radissonhotelsamericas.com/en-us/hotels/radisson-duluth> , type in dates and scroll to

PROMO CODE: Type in 21MOHR

Rates are \$92.00 plus tax per night for single / double occupancy

\$10.00 additional for triple / quad occupancy

Cut off date is August 14, 2021