28th Annual Conference on Employee Assistance

Keynote Speakers

Thursday April 27
David Mays
Sex, Drugs and Rock N' Roll

Friday April 28
Lee Bouche
Leading an International Culture

Workshops

Continuing Education
awarded by UW-Milwaukee

10.5 Continuous Education Hours (CEH)

10.5 Professional Development Hours (PDH)

RESERVATIONS

800-780-7234
414-769-2100

Best Western Airport Hotel & Convention Center  |  5105 South Howell Avenue, Milwaukee, WI 53207
CONFERENCE SCHEDULE

THURSDAY April 27th

7:00 — 8:15 AM  REGISTRATION / Continental Breakfast

8:15 — 8:30 AM  WELCOME & ANNOUNCEMENTS

8:30 — 10:00 AM  KEYNOTE ADDRESS

KEYNOTE ADDRESS — Sex, Drugs and Rock N’ Roll, “The Biology of Addiction.”
This keynote will explain how our human biology mediates our addictions and why addictive behavior is so puzzling and difficult to manage.

David Mays, MD, PhD University of Wisconsin-Madison

10:00 — 10:15 AM  BREAK / Visit Exhibits

10:15 — 11:45 AM  SESSION ONE / Break Out Rooms

A.  It All Starts With Food. Food is the basic component that makes up every cell in your body. Nutritious foods provide your brain, heart, immune system, nervous system, hormone system, and more with the building blocks to carry out their function. If components are missing and/or of inferior quality, think the Three Little Pigs here, you WILL NOT reach your potential in all areas of your life. The fix is simple and easy; nutrition. Learn in this class how easy, economical, and great tasting food is for every system in your body.

Retired Col. Frank Alvarez, MS — Holistic Nutrition — CEO Frankly Nutritious

B.  Reasonable Suspicion. Protecting an organization and its employees from an employee who’s under the influence is an important management responsibility. This training provides education on the signs and symptoms of substance abuse and how it affects the workplace, and the role of an Employee Assistance Program. The training also gives you skills and tools needed to handle a situation in which an employee might be under the influence of drugs or alcohol. Portions of this training can be customized to focus on your company’s Substance Abuse Policy

Stephanie Bellin, BA, Wellness Trainer — ThedaCare At Work

C.  Raising Awareness of Your EAP. What is an EAP? What does an EAP do? These questions are asked much too often, at least partly due to EAPs not doing enough to market themselves and their services. This workshop will present both traditional and outside-the-box ideas for increasing awareness of the EAP.

Michael Jacquart, BA, Editor/Writer Communication Strategist — EA Report

11:45 — 12:00 PM  BREAK / Visit Exhibits

12:00 — 1:00 PM  LUNCH
1:00 — 2:30 PM  SESSION TWO/Break Out Rooms

A. **Brief Management of Personality Disorders.** This workshop will focus on the management difficulties and solutions that arise when dealing with employees with personality disorders: antisocial, borderline, narcissistic, etc.

   *David Mays, MD, PhD — University of Wisconsin-Madison*

B. **Civilian Response to Active Shooter Events / Suspects.** Protecting Wisconsin against acts of terrorism requires an effective, integrated network of partners and relationships. These relationships serve as the foundation for sharing, analyzing and disseminating threat information. This network must have participation and input from law enforcement, fire services, public health, and other first responder organizations and fusion center partners in the private sector. The briefing will enable attendees to recognize and identify potential terrorist activity and the proper actions to take to mitigate threats.

   *Mitchell L. Ross, Intelligence Fusion Center — Milwaukee Police Department*

C. **Legal Considerations for Employee Assistance Professionals.** In order to provide constructive guidance to their clients, Employee Assistance Professionals need to understand certain legal obligations applicable to the practice as well as those applicable to the employee/client, while assuring they are compliant with state and federal law. To that end, we will address: Confidentiality & Privacy, Mandatory and Discretionary Reporting, Employer Obligations Under the ADA and WFEA, and Leaves of Absence, including FMLA, Workers’ Compensation, Short-Term Disability/Sick Pay and Other Leaves.

   *Carrie Joshi, RN, JD, BS/ Robin M. Sheridan, JD, MILR, BA, BS — Hall, Render, Kilian, Heath & Lyman, P.C.*

2:30 — 2:45 PM  BREAK / Visit Exhibits

2:45 — 4:15 PM  SESSION THREE

A. **Prescription Drug Abuse and the Gateway to Heroin.** More prescriptions are written than ever before and as a result prescription drug abuse is growing at the same rate. The presenter will discuss recent statistics of prescription drug abuse, the most commonly abused prescription drugs, and the need for individualized treatment and intervention. Medical and behavioral health professionals should recognize warning signs indicating possible prescription drug abuse. Prescription drugs are often abused in addition to alcohol and illicit drugs with potential lethal effects. Of particular concern is the link between prescription drug abuse and heroin abuse.

   *Karen Wolownik Albert, LCSW, Program Director — Adult Services, Gateway Foundation, Lake Villa, IL*

B. **Nourish and Nurture Yourself.** Do you sometimes forget to use your nurturing tools for yourself? In this interactive and participatory training, you will learn ways to recharge yourself. Take some time to try activities that will nurture your curiosity, reawaken your senses, and nourish your taste buds. Attendees will learn to be aware of self-care burnout, discover new ideas to reenergize yourself.

   *Arona Faye Roshal, NCC, CEAP – All About You Coaching, Holley Malluege, MA, LPC – Mystic Lake Casino*

C. **Helping Clients Succeed “Creating and Achieving Goals that Work.”** Many people, including clients, have had the experience of trying to accomplish an important goal. Individuals may struggle to achieve their goals, only to become discouraged, and stop altogether. Building on the five components of resilience, we’ll identify client and personal goals that are realistic, challenging and energizing; create a structure that makes goal achievement easier and more effective and review the science of growth mindset, motivation and will power.

   *Michael Rupsch, LPC, LCSW, Account Executive — Aurora EAP*
FRIDAY, April 28th

7:30 — 8:30 AM  REGISTRATION — Welcome & Continental Breakfast

8:30 — 10:00 AM  KEYNOTE ADDRESS

Leading an International Culture
"Culture eats strategy for breakfast" This quote attributed to Peter Drucker has been repeated over and over in corporate board rooms, at senior leader meetings and paraphrased in employee break rooms. Yet aligning corporate culture to support and achieve corporate strategy continues to be a challenge for most organizations. Workplace culture is more than a written statement of mission and values hung on the wall for employees to see. It is living and evolving within the organization and needs to be intentionally lead to achieve desired organizational results. This presentation will explore workplace culture and strategies an organization can focus on to achieve the culture it wants. It will look at the role EAP professionals can play in supporting an intentional culture.

Lee Bouche, BS, MS, CEAP, President — Bouche Consulting, LLC

10:00 — 10:15 AM  BREAK / Visit Exhibits

10:15 — 11:45 AM  SESSION FOUR / Break Out Rooms

A. Ethics and Boundaries in Employee Assistance: Part I — 10:00 AM — 12:00 PM — This highly interactive session will give Employee Assistance (EA) professionals the opportunity to explore some common ethical dilemmas in the EA field. What unique challenges do EA professionals encounter and what principles guide behavior? How does one recognize and manage cognitive biases? How does the EA professional balance the competing interests of individual employee clients and employer organizations? What boundaries are set for client interactions? This course is designed to enhance understanding of ethical decision-making in the context of the EAPA Code of Ethics and CEAP Code of Conduct. Part I is pre-requisite to attendance of Part II

Jennifer Sumiec, MA, Health Psychology, CEAP

B. The EAP Professional as an Organizational Consultant — Lessons Learned. Typically an EAP professional/counselor plays a key role in facilitating change for employees and family members. In that role, the organization/employer often is viewed as the customer whose employees and family members we serve. However, when the organization/employer becomes the primary client, the role of the EAP professional changes. Although counseling and consulting skills are closely related and often transferable, the overall role of the ‘organizational consultant’ is vastly different than that of the EAP Counselor, Organizational Trainer or Account Manager. This workshop will explore the role and dynamics of an Organizational Consultant and the transformation required of an EAP professional.

Lee Bouche, BS, MS, CEAP, President — Bouche Consulting, LLC

C. Helping EAP’s Advocate for Employees who are on the Autism Spectrum Disorder. This presentation will review the impact a worker with Autism has on the work force and how supervisors can support them. Tools will be taught to help employers advocate for their employees.

Michael Goldman BA, MA, LPC, CRADC, CEAP, PCGC — Cook County Employee Assistance
A. Ethics and Boundaries In Employee Assistance: Part II — 12:00 — 2:00 PM. — This is Part II of our Ethics Presentation. Part I is pre-requisite to attending this second half; Parts I and II fulfill 4-hour Ethics requirement for Licensing.

Jennifer Sumiec, MA, Health Psychology, CEAP

B. Embracing Complexity in Trans-Affirming Care. This workshop will explore the effects of life events, (divorce and death of spouse) on work productivity. In addition it will provide practical solutions and tools for increasing productivity. Participants will learn to identify current and/or desired corporate culture, recognize the five signs of financial stress and learn three practical tips for increasing productivity.

Rena McDaniel, MEd, LCPC — COO IntraSpectrum Practice in Chicago

C. Grief In The Workplace. Grief in the workplace is common but seldom addressed. Many managers are unaware of what approach is most effective when dealing with low productivity, absenteeism and increased errors due to grieving employees. This workshop will provide an overview of grief and how it impacts the workplace along with suggestion on how to facilitate a healthy grief process in the workplace.

Melissa Minkley, MSW — Healing Life's Losses, LLC

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The Conference Committee:

Chuck Austin, We Energies; Kelly Nies, ThedaCare At Work;
Nancy Lynn Smith, Magellan Healthcare and Lori Wessel, Holy Family Memorial EAP
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28th Annual Greater Wisconsin EAPA Conference April 27-28, 2017
Best Western Hotel & Conference Center  |  5105 S. Howell Avenue, Milwaukee, WI 53207
Reservations: 800-780-7234 or 414-769-2100

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**CANCELLATION/REFUNDS** — 100% before April 1st — 50% before April 21st — No Refund after April 21st

**REGISTRATION** (Please print clearly)

Name______________________________________________________________Title/Credentials__________________________________________

Employer________________________________________________________________________________________________________

Address_________________________________________________________________________________________________________

Phone_________________________ FAX_________________________ Email__________________________

Indicate Affiliation:  ☐ EAPA  ☐ CEAP  ☐ NASW  ☐ HRMA  ☐ SHRM  _____________  ☐ Other

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Oak Creek, WI  53154

*Registration or exhibiting questions: Chuck Austin 414-861-5859 or Charles.Austin@we-energies.com*

**Best Western Hotel reservations must be made 30 days in advance of conference date**

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When you or someone you care about has a behavioral health concern ... we can help.

Aurora Psychiatric Hospital
Centrally located in Wauwatosa on a historic and beautiful 30-acre campus, Aurora Psychiatric Hospital has been providing the highest quality of behavioral health care since 1884. We offer specialized inpatient, as well as day and evening programming for children, adolescents and adults, including:

- Inpatient Programming
- Eating Disorder Program
- Partial Hospitalization Program
- Opiate Recovery Program
- Child and Adolescent Day Treatment Program
- Adult Residential Program for Substance Abuse
- Intensive Outpatient Programs for Mental Health and Substance Abuse

For more information, contact Aurora Psychiatric Hospital at 414-454-6777.

Aurora St. Luke’s South Shore
Aurora St. Luke’s South Shore’s Behavioral Health program offers a patient-centered and interdisciplinary approach for individuals with acute behavioral health concerns. We incorporate the most recent evidence-based approaches to develop an individualized treatment plan for each patient. We offer:

- Acute care for many behavioral health issues, including depression, bipolar disorder, thought disorders as well as suicidal behaviors
- Programming for adults and older adults
- Participation in most insurance plans
- Adult partial hospital and intensive outpatient programming for mental health issues

For more information, contact Aurora St. Luke’s South Shore at 414-489-4173.

Aurora.org/ABHS