



RESILIENT BEGINNINGS

CREATING CHANGE THROUGH WHOLE ORGANIZATIONAL LEARNING

Thank you for committing to building an organizational approach to responding to trauma and building resilience for our communities and our clinics to advance the Resilient Beginnings collaborative change framework. Phase I focuses on organization-wide learning and capacity building for practice and culture change.

PURPOSE:

Organizational-wide learning is rarely logistically easy and, similar to organizational change, often demands we pilot new methods towards change and growth. Trauma Transformed and CCI are committed to supporting Resilient Beginnings partners to engage as fully as possible in building the foundation of all clinic staff to understand, respond to, and heal from the impact of trauma and creating resilient organizational cultures to sustain these practices.

FOCUS:

The Resilient Beginnings 101 foundational training is 2 hours long and focus on:

- Developing a shared understanding and language about early adversity, stress, and trauma
- Presenting guiding principles and practice examples to support building cultures of resilience in our organizations and communities

WHO:

The Resilient Beginnings foundation trainings are designed for whole organizational learning and capacity-building at all levels of your organization including all staff who support safety clinic services including:

- | | |
|---------------------------------------|---|
| <input type="radio"/> Security | <input type="radio"/> Leadership |
| <input type="radio"/> Front Desk | <input type="radio"/> Behavioral Health/Psychiatry |
| <input type="radio"/> Billing | <input type="radio"/> Clinical/Pediatric/Physicians |
| <input type="radio"/> Human Resources | <input type="radio"/> Nursing Staff |
| <input type="radio"/> Facilities/IT | |

TIMELINE and LOGISTICS

Foundational trainings will be delivered on site or nearby to accommodate whole organizational learning starting in August and ending in December.

Foundational trainings will be deepened through organizational coaching and supports in later phases of Resilient Beginnings.



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OUR ORGANIZATIONAL LEARNING PLANNING WORKSHEET

Organization Name: _____

Organization Lead: _____

These planning worksheets will be turned into Trauma Transform to inform our next coaching steps and dissemination plans.

With your team, reflect on a whole organizational learning activity that has been implemented in your clinic/setting. Identify 3 benefits and 3 challenges or obstacles that arose during implementation.

**Can also imagine possible future benefits/challenges that may come up as part of implementing this process*

Benefits	Challenges

ORGANIZATIONAL MAPPING

STEP ONE: With your team, map out the different departments in your organization on the next page. Begin with your team (safety net clinic) in the center and then identify teams/departments that have the most proximity to your work and add circles as needed.

STEP TWO: With your team, use colors to identify the following:

- Color in any circles **BLUE** that have already had exposure to a Trauma-Informed Systems 101 training or similar Organizational Trauma or TIC training
- Color in any circles **ORANGE** that are priority teams for foundational learning (i.e teams that directly participate in Resilient Beginnings, partners, and those teams in your organization that have no prior exposure to trauma/resilience 101 learning.
- Outline circles in **RED** that may be most challenging to engage in foundational learning.
- Outline circles in **GREEN** that may be less challenging to engage in foundational learning.

RESOURCES FOR ORGANIZATIONAL LEARNING

Though challenging, whole organizational is both **possible** and **yields benefits** we often do not even anticipate (e.g. *increased collaboration resulting in improved care coordination, increased transformational relationships across departments that can often be siloed, etc*).

To best support organizational challenges identified in this activity, Trauma Transformed has developed resources and tools that we can bring to your teams as desired. Below you will find a list of such resources and please take a moment to check any resources or write-in any identified but missing from this list that we may bring to assist if feasible:

- **Organizational Coaching to problem-solve specific feasibility concerns** (*union contract staff, satellite vs. congregate locations, etc*)
- **Facility and Space for Training**
Does your organization lack facilities or ability to access to nearby facilities to host training for audiences ranging from 40-80?
- **Spanish Language Materials or Delivery of Training in Spanish?**
- **Materials**
Email templates, promotional materials to promote/introduce the training to staff and follow up templates to reinforce organizational commitment to learning as part of RB work
- **Training Coordination**
If your organization has an internal training department or coordinator that is not part of your team today, please identify this person/dept. here:

- **CEU coordination to credit licensed staff training attendance** (CME, MFT, LSCW, LPCC, etc)
- **Other Resources?**