

A New Professional Development Program for DCF Managers

Get Involved

We offer DCF Managers several ways to benefit from this professional development program.

Six Full Day Workshops:

An opportunity for DCF managers to work on both “hard” skills (accountability issues, fiscal management) and “soft” skills (conflict resolution, influencing office culture). Participants may choose one, two, or all six workshops depending on their availability, needs, and interests.

See reverse of this page for the complete list of workshops.

Six Half-Day Peer Consultation Groups:

For DCF managers interested in further developing their skills and immediately applying the workshop material to their individual work. A forum for participants to: reflect on and develop their best managerial practices; share their skills, knowledge, and expertise with peers from other area offices; and reconnect to the inspiration, purpose, and values that bring them to their work.

For details and to enroll please contact:

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About the DCF Management Professional Development Program

Managers in the busy world of child welfare have little time for reflection, training, or professional development. Amidst a constant flow of challenges, they have few forums where the real, daily dilemmas of management can be adequately discussed. Often management strategies in child welfare are developed “on the run,” rather than strategically or in ways that fully take into account the complexities of the work.

The Family-Centered Services Project at the Family Institute of Cambridge, along with the Massachusetts Child Welfare Institute, has created a new management training series designed to address these needs. The series was developed through conversations with current DCF managers as well as child welfare trainers, leaders, and researchers working on the cutting-edge of this field. It addresses the enormous intricacies and contradictions of child welfare management and enhances managers’ knowledge and skills in working with staff, creating teams, responding to trauma, managing finances, making decisions, and more.

Our teaching draws on the best of adult education, creating an experiential learning environment; respecting and tapping into participants’ already considerable knowledge; and integrating their existing understanding with wisdom and cutting-edge practices in child welfare practice from around the world. Come join us to develop, explore, and enhance DCF management strategies for the 21st century and beyond!

The DCF Management Professional Development Program

Workshops

Building a Resilient Organization | October 16, 2008

Managing in child welfare organizations requires understanding and responding to the traumatizing nature of this work. This workshop identifies factors that buffer stress and contribute to resilience. It assists participants in developing organizational structures to help their area offices reconnect to core values and hope as antidotes to cynicism and despair.

Consensus and Conflict: Creating a Team Culture in Your Area Office | November 20, 2008

Creating well-functioning management and area office teams is a key practice for child welfare managers. This workshop helps participants draw on their best experiences of working in teams to envision and develop desired office cultures. It highlights ways to structure meetings to support constructive conversations about difficult issues and develop organizational practices that support collaborative team cultures.

Leadership: Integrating Personal Accountability and Group Learning | January 15, 2009

Holding supervisees accountable and being a support to them are often perceived as polarized, contradictory tasks for a manager. This workshop engages participants in an examination of management practices that can transcend the gap between accountability and support and explores concrete ways that continuous quality improvement can be achieved through inquiry and acknowledgment.

Managing Risk and Uncertainty in Decision-Making | February 5, 2009

Child welfare service is an inherently complicated and ambiguous field of work. This workshop showcases cutting-edge management practices that improve decision-making under conditions of urgency, fear, and blame. Proven strategies for minimizing error and supporting effective practice are highlighted.

Managing the Money: Balancing Fiscal and Clinical Considerations | April 2, 2009

Understanding your budget and integrating that knowledge with complicated clinical and placement decisions are key managerial practices. This workshop expands managers' capacities to understand budgetary matters. Drawing on fiscal and clinical expertise, it highlights concrete ways to integrate fiscal and clinical concerns into a coherent whole.

Community Relations: Rebranding Child Welfare in the 21st Century | May 7, 2009

This workshop explores the historical tensions and dilemmas in child welfare services as a background for addressing current dilemmas that managers face when working with members of the community. Participants will learn management strategies that support and enhance their communities' capacity to partner with DCF.

Peer Consultation Groups

Group One: Location TBD | 9:30-12:00 | November 6, December 4, January 22, February 12, April 16, May 14

Group Two: Location TBD | 2:00-4:30 | November 6, December 4, January 22, February 12, April 16, May 14

Group Three: Location TBD | 10-12:30 | November 10, December 1, January 26, February 23, April 13, May 18

Faculty

William Madsen, Ph.D., is the Director of the Family-Centered Services Project. He provides international training and consultation regarding collaborative approaches to child welfare and assists community and state agencies develop organizational cultures that support family-centered work. He has written numerous professional articles and is the author of *Collaborative Therapy with Multi-Stressed Families (2nd Edition)*.

Phil Decter, MSW, is Associate Director of the Family-Centered Services Project. He is a Ph.D. Candidate at the Simmons College School of Social Work and is on faculty at both Simmons and Smith Schools of Social Work. He has spent more than 10 years working and supervising at DCF contracting agencies and has for the last five years been teaching a variety of safety and solution-focused trainings for the department.