

The Chronicle

MAY
2017

BIRTHDAYS

- Megan Mills 5/7
- Angel Llewellyn 5/11
- Cindy Gryp 5/14
- Heather Olson 5/19
- Rachel Burmeister 5/26



NEW HIRES

- Eryk Hollembeck
Prevention Spec. ELOC
- Kaci Krumreich
Counselor TBD
- Nadia Panasky
Counselor TBD

Handling Transitions at Work

by Joseph P. Cowley, Ph.D., President/CEO

“A lot of people resist transition and therefore never allow themselves to enjoy who they are. Embrace the change, no matter what it is; once you do, you can learn about the new world you're in and take advantage of it.” Nikki Giovanni

I have good news, your leaders are becoming more enlightened, but this does not mean that re-organization and management upheavals are going to go away. They are a fact of life. And how you conduct yourself in the midst of a transition says a lot about you as an employee. If you think about it, you have two choices: 1) you can leave the company, or 2) you can stay and add value through the transition.

Since we human beings are not big fans of change, this often causes quite an uproar. If you decide to take the second option, it is very important that you are flexible, capable and supportive of the company's direction. We all feel like the rug can be pulled out from beneath us and we have to trust that as we navigate in unfamiliar work situations that our team members will be there for each other to help us to shore us up and support us as we adjust to the changes. We have to do that for them as well. It is easy to fall into a negative attitude and express your displeasure to those around you. This is not a good approach.

If you know a transition of some sort is coming, but you don't have the details, the best thing you can do is anticipate the change and prepare for it as best you can. Allow yourself to get used to the idea of a new situation gradually, and begin to think about the new opportunity that could arise as a result. Think about the number of times a new situation presented itself and you were not happy about it or stressed about it and in hindsight it ended up to be one of the best changes for you.

The need for an efficient, collaborative workforce has never been greater. Unfortunately, this cannot be accomplished unless we work together and to see eye-to-eye on some aspects of the change and agree to disagree on other aspects. When we work together, we can help identify organizational trends and create strategies to drive positive, measurable results.

This time of transitions' will help us all to look at our processes and explore the following:

- Removing silos for overlapping objectives
- Forming cross-departmental teams for collaboration
- Sharing systems to streamline communication and improve our services.

Prevention News



During the month of April the Prevention team continues its efforts of bringing awareness to the community. Here are some examples: Staff and students from Scott County have been teaming up to create a booth that pertains to the dangers of e-cigarettes. High School students helped create a mobile display of a vape machine (e-cigarette) along with a fact display board that educates on the dangers of vaping. This display circulates throughout the Intermediate and High Schools in Scott County. Staff is present to answer questions from students on vaping and its consequences.

Also, I-STEP members along with CADS staff attended the ISTEP (Iowa Students for Tobacco Education and Prevention) conference located in Ankeny, Iowa on April 25th. At the conference, the students listened to presenters speak about the dangers of tobacco use. The students also learned to identify different tobacco marketing techniques and more importantly of what they could do in their own community to fight BIG Tobacco. The members walked away from the conference feeling more empowered and motivated to begin making small changes in hopes of impacting their own community.

Last but definitely not least, Prevention Specialists held a Community Forum for Alcohol Awareness Month. April is a month where organizations and agencies across the country come together and address the Nations #1 public health problem through awareness campaigns, media strategies, programs, and events in their local communities. The CADS Prevention Team collaborated with Davenport Police Department who gave tips on understanding the responsibilities under the law. Our CADS Prevention Team presented on common myths and misconceptions surrounding alcohol use amongst minors, as well as tips and communication strategies to use when having the conversation with minors in their families. Other topics discussed that night were Rights under the law, alcoholism, and services that are available in the community. Attendees had many great questions for the Prevention Staff and the Davenport Police personnel. Many participants stayed after the event for an informational discussion. Overall, the event was a successful evening full of great information and awareness.

TIC

TIC (Trauma Informed Care) TIP
of the month

May is Mental Health Awareness month. NAMI.org shares that 1 in 5 Americans will be affected by a mental health condition in their lifetime and every American is affected or impacted by their friends and family. Trauma has been found to be a central issue of people with mental health, substance use problems, and co-occurring disorders. In the clinical setting, reviewing the ACES (Adverse Childhood Experiences) questionnaire at the time of the biopsychosocial is encouraged. Insight into the clients' understanding of the relationship between their ACES score & impact on their life circumstances now can be very helpful in identifying areas of need or referrals we can help with.

Based on this knowledge, how does this relate to your position at CADS. What changes can you make?

TIP

May Trainings

5/5/2017	CPR (let Donna know if you are attending)	Gary Bennett	Gary Bennett	FRMT	
5/12/2017	How to build an effective team (Generic)	Genesis EAP-Sheila Funk	10am-11am	FRMT	Veronica
5/19/2017	Having Compassion; Managing Fatigue; Avoiding Burnout (Generic)	Joshua Krauss	1pm-4pm; 15 minute break	FRMT	Blake
5/26/2017	INSERVICE: Assessing & Responding to Suicidality (Special Populations)	Annalyse & Aubree	1pm-2pm	FRMT	Alex

*Administrative
Directive of the
Month
4104
Suicide Prevention
Protocol
Please review with
staff.*



Country Oaks Garden

Greetings CADS Staff-

The Country Oaks team and residents would like to plant our yearly Country Oaks Community Garden, however we are short several items. We are asking for any donations, so that we may get our garden planted by May 10th. We are excited to plant our garden again this year, as it helps to provide the residents with healthy, home-grown food, and also helps to promote physical activity and is a project in which the residents work as a community with the same goal-having a prosperous garden for the community.

If you are able to donate any of the items below, please contact Angie Ramirez or Blake Buck and we would be happy to arrange for staff to pick up your items or feel free to drop any items off at Country Oaks at any time. Thanks for your support!!!!

Tomato Plants	Cucumber Plants/Seeds	Carrot Plants/Seeds
Broccoli Plants/ Seeds	Onion or Chive Plants/ Seeds	Melon Plants/Seeds -Watermelon or Cantaloupe
Potato Plants	Corn Seed	

Additional CENTER Events

SPIRIT WEAR DAYS

Wednesday, May 03

MENTAL HEALTH AWARENESS

Wear a shirt that makes you happy (eg. comfort, bright colors, etc.)

Thursday, May 18

READY FOR SUMMER VACATION

Wear a shirt that represents your favorite vacation spot

The annual Family Wellness Court Pizza Ranch Fundraiser will be going next Monday, May 1, 2017 from 5:30 to 7:30 at the Bettendorf location. We will be bussing tables and serving to raise funds for our yearly Family Wellness Court family events.

*Personnel Policy of
the Month
3340
Code of Ethics
Please review with
staff.*

Healthy Recipe submitted by Janet Rector

Tomato Basil Avocado Mozzarella Salad with Balsamic Dressing

Salad ingredients:

- 1/2 pound (2 cups) red grape or cherry tomatoes, halved
 - 1/2 pound (2 cups) yellow grape or cherry tomatoes, halved
 - 2 avocados, diced
 - 8 ounces small fresh mozzarella cheese balls
 - 1/2 cup fresh basil, chopped
- Dressing ingredients:
- 1/4 cup olive oil
 - 1/4 cup balsamic vinegar
 - 3 tablespoons honey, warmed and salt to taste

Instructions

In a large bowl, combine all salad ingredients, except Mozzarella cheese balls. That is, combine halved red and yellow grape or cherry tomatoes, diced avocado, chopped basil.

In a small bowl, combine all dressing ingredients: whisk olive oil, balsamic vinegar and honey until nice and smooth.

Add the salad dressing to the large bowl with salad, sprinkle with a small amount of salt, and toss to combine. Taste and season with more salt, if needed. Add Mozzarella cheese balls on top only at this point - so that they don't brown from the dressing.



Enjoy photos of Administrative Professional's Day!

