



First Administrators Workshop is a success

Admins learn how to take charge of one of the busiest jobs in regulation

The premier Administrators Workshop last month was a great success for both the attendees and the development team of volunteers and staff under whose banner the event was created.



Attendees and trainers at the 2014 Administrators Workshop were (left to right): Stanley Weinstein (MD), Micki Lilly (NC), Catherine Chappell (VA), Karen Garner (NC), Deidre Teague (NC), Administrators Forum Chair Kate Zacher-Pate (MN), Sheryl Pearson (AB), Board member Richard Silver (QC), and Randy Harnisch (OR).

Held September 12–14, 2014, in Alexandria, Va., this pilot training session kept the seven attendees running, as they engaged in exercises, discussions, and discourses about how to maximize their roles in the fast-paced world of jurisdictional social work regulation.

Team development

The workshop's development began as a suggestion nearly four years ago at an administrators forum to develop an in-

depth training for admins that followed the successful model of the New Board Member Training (NBMT) sessions.

Ideas poured in to ASWB Executive Vice President Dwight Hymans and the workshop development team, composed of volunteers Board member Richard Silver of Québec and Administrator Forum Chair Kate Zacher-Pate of Minnesota, along with ASWB's Senior Manager of Member Services Jennifer Henkel and CEO Mary Jo Monahan.

Together, the team took the outline of ideas from the administrators and crafted them into a valuable new training experience for new and seasoned administrators.

“The opportunity to be involved in the development of the pilot the Administrators Workshop is very exciting,” Zacher-Pate said. “It is great to see an idea generated from the Administrators Forum come to fruition! Thanks to ASWB staff for following through with the concept.”

Format and topics

The hard work and expertise of the development team offered attendees a robust and interactive three-day agenda of learning and sharing. Monahan explained: “The

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2015 Administrators Workshop:

October 2-4, 2015 in Arlington, VA

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training format was based on adult education, where the participants take part in the teaching experience as well as the learning experience.

“The model is similar to NBMT in that we start with an overview that is more didactic, and by the end of the first day we put participants to work in two groups that were each assigned a scenario that had a specific theme. Their job was to analyze the scenario using the questions we gave them. The next day they presented their answers to the whole group. Each of the scenarios was followed up with discussion led by trainers.”

Silver said, “The scenarios that we devised as a team met with the preoccupations of the group attending the workshop. The structure of the workshop lends itself to people learning about each other. And the topics were set up in such a way that they applied to both Canada and the U.S.”

One focus of the team was to keep the content relevant. Henkel explained how that was successfully accomplished: “We wove into the topics real media examples and press clippings—the truth of what regulators are dealing with now in 2014.” She pointed out that where NBMT was about the difference between laws and regulations and rules, the Admin Workshop was about building relationships and the need to change or question things, all to help admins gain more control over their daily operations.

Topics across the three days included: an overview and history of regulation, situational analyses, regulator processes in their jurisdictions, leadership and management, stakeholders, and

board relations, as well as the ASWB strategic plan, the Path to Licensure, and resources available to ASWB members, such as the Model Social Work Practice Act and the Public Protection Database (PPD), ASWB’s Member Services department, and the website.

Attendees

Seven administrators attended the first ASWB Administrators Workshop. In fact, more than seven had registered, but a few could not attend due to a sudden increase in job demands, which is rather common for administrative staff.

“The feedback from participants in the pilot training session were quite positive,” said Zacher-Pate. All involved in the development and execution of the workshop agree and feel confident that the sessions helped to inspire in attendees a firmer understanding of how to embrace their power, understand their abilities, exert their leadership, and find the much-needed “think time” in their busy schedules.

Hymans said, “One of the attendees told me that the training caused him to think about things he hadn’t thought about that he needs to think about. That about sums up the experience.”