

## **SHAPING THE FUTURE**

2019 ATSA Conference | Friday November 8 | 1:30 PM – 3:00 PM

**F-27**

### **Challenges and Strategies for Managing Clinical Teams Working With Individuals Who Have Committed Sexual Abuse**

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Minnesota Sex Offender Program

Manager supervisors and directors would agree that some of the greatest challenges in the work we do is not necessarily working with clients. There are many resources to help guide treatment but formal discussions and guidance on how to influence staff culture are few and far between. Our work presents with unique challenges and calls for particular skill sets in treatment teams. In most programs, the range of experience and competency can vary considerably for managers and direct service providers. Effective application of program design is highly dependent on numerous factors beyond the design itself. An efficient treatment team can strengthen program culture and increase quality of services for our clients. Understanding and effectively influencing and managing clinical staff and the treatment culture is crucial. This pre conference workshop will focus on identifying dynamics that impact overall staff culture but will also offer ideas and strategies that promote the professional development of managers and increase the likelihood of cohesive and effective clinical teams. Information presented is based on principles of group structure/team building, business models, theories of management, and the presenters' many years of experience working in residential and outpatient sex offender treatment programs including civil commitment.

#### **Learning Goals:**

*Attendees will...*

- Learn how to evaluate the effectiveness of clinical teams.
- Learn theories and principles associated with the management and professional development of individuals and teams.
- Learn how to apply various strategies aimed at the professional development of managers and clinical teams.

**Peter D. Puffer, MA, LP** – Peter is a licensed psychologist and has served as the Clinical Director of the Minnesota Sex Offender Program in Moose Lake, Minnesota since August of 2013. From 2001-2013 he worked for the Minnesota Department of Corrections as the Psychological Services Director and Associate Director of Behavioral Health; responsibilities included clinical and administrative oversight of the department's 47 bed

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Mental Health Unit and psychological services for the state's correctional facilities respectively. In addition, 26 years of Peter's professional career have been dedicated to the assessment and treatment of children, adults, and families whose lives have been impacted by sexual abuse, including both juvenile and adult sexual abusers. Peter served in the role(s) of clinical program director, intake director, clinical supervisor, psychologist, and clinician in residential and outpatient sex offender treatment programs. Over the years he has offered numerous presentations at professional conferences including, the Association for the Treatment of Sexual Abusers (ATSA), the Minnesota Chapter of ATSA (MnATSA), the National Adolescent Perpetration Network (NAPN), the Sex Offender Civil Commitment Perpetrator Network (SOCCPN) and other organizational conferences. Peter is a member of the MNATSA Board of Directors.

**Jannine Hébert** is currently the Executive Clinical Director of the Minnesota Sex Offender Program in Minnesota. She is responsible for clinical programming for 740+ individuals who are civilly committed as Sexually Dangerous Person or Sexual Psychopathic Personality across three sites. She is a Master's trained Licensed Psychologist and has been in the field for over 25 years. She has worked with impaired professionals, clergy individuals impacted by sexual abuse as well as sexual abusers in inpatient, outpatient and prison settings.