

Alan Keith-Lucas Lecture—Friday, November 13, 2015—11:30am-12:45pm (1.0 CEU)

Dr. Gary Anderson

"Building Resilient Professionals and Organizations: Christian Principles and Workforce Development"

Abstract: This presentation will synthesize research on resiliency and on leadership and apply this knowledge to individual social workers and human service organizations. Principles of positive workforce development and Christianity will be examined with applications for educators, and social work leaders and practitioners. The goal is caring, effective and ethical professionals working in caring, effective and ethical organizations.

Outline: Topics to be addressed and timeline within the 45 minute presentation.

- Introduction—the Lucas legacy (5 min)
- The importance of the workforce (5 min)
- Preparing BSW and MSW students for effective service in child welfare (10 min)
- Strategies for addressing burnout and turnover (10 min)
- Strategies for promoting compassion and resilience (10 min)
- The role of the Christian educator and agency leader (5 min)

Learning Objectives: *As a result of this presentation participants will be able to:*

- Describe the conditions that lead to worker burnout and turnover.
- Summarize the factors that result in worker resilience and effective service delivery.
- Describe strategies that social work educators and agency leaders can employ to counteract burnout and turnover risk and promote resilience.
- Outline Christian principles and leadership qualities that promote an effective and positive workforce.

Primary Audience: Social workers and related professionals; social work students; human services professionals; clergy

Content Level: Basic/Intermediate

Number of Continuing Education Contact Hours: 1.0

Bio Information: Gary Anderson is a Professor at Michigan State University (MSU) School of Social Work. For fifteen years he was the Director of the School at MSU, following his academic appointment at Hunter College in New York City. He has served as the Principal Investigator of a five-year federally-funded Child Welfare Recruitment and Retention grant, and coordinates University Partnership Programs in the federally-supported National Child Welfare Workforce Institute. He received his Bachelor of

Religious Education from Cornerstone University (Grand Rapids, MI), MSW from the University of Michigan, and PhD from the University of Chicago, School of Social Service Administration.

Bibliography:

Johnco, Carly; Salloum, Alison; Olson, Kayla; and Edwards, LaTishia (2014). Child Welfare Worker's Perspectives on Contributing Factors to Retention and Turnover: Recommendations for Improvement. Children and Youth Services Review, 47, pp. 397-407.

Holosko, M.J., & Faith, E. (2015). Educating BSW and MSW social workers to practice in child welfare services. In J.S. Wodarski, M.J. Holosko, & M.D. Feit (Eds.), *Evidence-informed practice in child welfare* (pp. 3-25). Switzerland: Springer International Publishing.

Travis, D.J., Lizano, E.L. & Mor Barak, M.E. (2015). 'I'm so stressed!' A longitudinal model of stress, burnout and engagement among social workers in child welfare settings. *British Journal of Social Work*, Advanced Access—published online March 4, 2015. doi: 10.1093/bjsw/bct205