Training At Your Organization

With Karen Young, R.S.W., M.S.W.

SPECIALIZING IN:

BRIEF & NARRATIVE THERAPY TRAINING FOR ANY SIZE ORGANIZATION
ONE, TWO OR THREE-DAY WORKSHOPS FOR YOUR STAFF
5-DAY CERTIFICATE PROGRAM FOR YOUR TEAM
CONSULTATIONS FOR WALK-IN CLINIC
PROGRAM DESIGN AND IMPLEMENTATION
Karen Young is the Director of the Windz Institute, operated by ROCK, Reach Out Centre for Kids’ Centre of Learning. She is an institute faculty teaching workshops and certificate programs annually. She provides supervision to interns, organizes and designs training, oversees research projects, and for over 14 years has supervised and provided single session therapy at the ROCK walk-in therapy clinic. Karen has provided consultation and clinical training to many organizations in Ontario, across Canada, and internationally regarding re-structuring service pathways to include brief services such as walk-in clinics. She has been teaching narrative and brief therapy for over 25 years and is a therapist with 30 years of experience working with children and families.

Karen has contributed to numerous publications regarding applications of brief and narrative therapy and research in brief services and walk-in therapy. She co-authored the Brief Services Online Course for CMHA Ontario (Duvall, J. & Young, K., 2015) and co-authored the Brief Services policy paper for the Ontario Centre of Excellence for Child and Youth Mental Health (Duvall, J., Young, K., Kays-Burden, A., 2012) No more, no less: Brief Mental Health Services for Children and Youth. Karen was the lead in the first in Ontario Brief Services Evaluation Project, 2014, a multi-organization evaluation of brief services.

Karen has a great deal of knowledge and passion for narrative practices and is one of the few trainers who can teach the traditional aspects of the approach and new evolutions in the thinking. She has particular expertise in the application of narrative in brief and walk-in therapies.

**Just a few of the organizations who’ve trained with Karen:**

- Thunder Bay Health Authority
- University of Toronto, Counselling and Psychological Services
- Jewish Family Services of Ottawa
- Durham Region Multi-Agency consortium for planning Collaborative Walk-in Clinic in Durham
- Tvedestrand, Norway, the Department for Child and Youth Mental Health, Sorlandet Sykehus Hospital of Arendal
- East Metro Youth Services (What’s Up Walk-in Clinic)
- Oxford Elgin Child and Youth Centre
- St. Clair Child and Youth Services
- Thunder Bay Children’s Centre
- Family Services of Thunder Bay
- Huron Perth Centre for Children and Youth
- Canadian Mental Health Association of Niagara
- Family, Youth, and Children’s Services of Muskoka
- Etobicoke Children’s Centre
- Dufferin Child and Family Services
- IWK Health Centre, Halifax, Nova Scotia
- Centre de Sante Communautaire Hamilton/Niagara
- McGill Counselling and Mental Health Services
- Algoma Family Services
- Children’s Mental Health Services - Hastings & Prince Edward Counties
- University of Toronto (Scarborough)
- London Family Court Clinic
- Simcoe Muskoka Walk-In Therapy Services
- Six Nations
- Wabano Centre for Aboriginal Health
- Fleming College
- Petawawa Military Family Resources
- FIREFLY
- North of Superior Counselling Services
- Keystone Child, Youth & Family Services
- Point in Time Centre for Children, Youth and Parents
- Aisling Discoveries Child and Family Centre
- Lanark Leeds and Grenville Addictions and Mental Health
- Hôtel-Dieu Grace Healthcare
- Blue Hills Child and Family Health Centre
Customized Training to suit your Organization’s Needs

No matter the size of your organization or team, Karen will customize training to suit your organization’s needs. Karen has provided clinical training to most of the Walk-In Therapy clinics in Ontario, and as well in eastern Canada, Calgary and internationally. She can provide clinical training in brief narrative therapy for walk-in clinics, single session services, and brief service programs. This can range from a one-, two- or three-day training as well as a full 5-day Certificate Program training session. These trainings will prepare your staff to make the most of every session they have with your clients.

A one-day training will provide staff with a solid introduction to brief and narrative practices designed for brief therapies.

Two-and three-day training events allow more time for those attending to develop a deeper understanding of this highly collaborative and strength-based way of working. There will be more time for knowledge development through discussion and ample time for learning through watching recorded sessions, live demonstration, and from engaging in practice experiences during the training.

A 5-day Brief & Narrative Therapy Certificate Program is available for those organizations that wish to provide their staff team with the most in-depth training opportunity to clinically train staff for work within brief, single session and walk-in counselling clinics.

TESTIMONIALS

“Karen is so experienced and knowledgeable and has a way of making you feel safe in taking risks and trying new skills. I think this was the most valuable training I’ve taken to date!! THANK YOU!”

“Karen’s training was very engaging and relevant to the work we are doing with families. Her ability to simplify the process has left staff feeling as though we have a new set of tools for assisting families. This has motivated everyone for moving forward with the walk-in process.”

“Karen’s one-day training was one of the best one-day sessions for psychotherapists I have ever attended. Karen was thorough and clear and had excellent video demonstrations and practice exercises. I found it highly relevant and immediately usable. The next week, my clients and I made some very helpful discoveries using this approach. Most of all, Karen modelled the philosophy of valuing and respecting the client’s unique nature and perspective on their world.”

“I wanted to send you a quick thank you for the wonderful training. I really appreciated the information and the many ways that you made it practical and impactful. I had no fewer than 10 ‘Ah-Ha’ moments during the afternoon. I took away so much from the session and I know your insights and ideas will help me be a better therapist.”

“Our staff is still riding high from the training. One therapist used narrative with a tough client who she was feeling may need a hospitalization as they were not making any progress. She said he really responded and at the end of the session he said he felt hope, which was new for him. This therapist was struggling in previous weeks as a clinician, feeling as though she was not making progress with her clients, but now she is so energized to continue using this approach. Another therapist used narrative as well and told me one of his clients told him he was asking “very good questions today” and that she felt they were working better together. So a huge THANK YOU for breathing much needed hope into our system.”

“I have heard from staff that they were blown away (multiple “aha moments”) by the training and most appreciative of what Karen was able to bring to the agency. Some described it as the best post-graduate training they have ever had. The office is still a buzz today with lots of accolades about Karen and the content.”
Over a one, two or three-day session at your organization, Karen will share discoveries made during her many years working at walk-in clinics and providing brief consultations.

**ONE-DAY TRAINING EXPERIENCE**

Participants in the workshop will learn about:

- How to co-develop a useful and meaningful focus for the conversation
- Ways to engage people in conversations that are both respectful of and shifting of their ways of thinking about the problem
- How to see “away-from-the-problem” stories quickly
- A conversation guideline for time limited therapy
- How positioning family members as witnesses creates new opportunities
- Developing detailed, rich stories of people’s values, skills and abilities
- Taking in-session notes that create take-home documents for people
- How to keep the new discoveries happening outside of the session

Some recordings of sessions will be used to demonstrate the theories, guidelines and practices. Two useful practice exercises will be included to develop participant’s skills in brief therapy.

**TWO-DAY TRAINING EXPERIENCE**

Participants in the workshop will learn about:

- Clear understandings of how to enrich your practice through adopting post-structuralist philosophy and guiding assumptions
- Pre-session questions that begin to shift meaning and create change
- How to co-develop a useful and meaningful focus for the conversation
- Ways to engage people in conversations that are both respectful of and shifting of their ways of thinking about the problem
- How to see “away-from-the-problem” stories quickly
- A conversation guideline for time limited therapy
- Ways that therapists can guide conversations that create new concepts for people consulting us
- How positioning family members as witnesses creates new opportunities
- Developing detailed, rich stories of people’s values, skills and abilities
- Taking in-session notes that create take-home documents for people
- How to keep the new discoveries happening outside of the session
- What people who consult us tell researchers about what is useful and meaningful in therapy

**DAY ONE:**

Introduction to the Journey metaphor; Discussion of the training journey; Philosophy and guiding assumptions for brief narrative therapy; Therapeutic posture Curiosity; Practice exercise on curiosity and posture; Introduction to the process and structure for walk-in and single sessions; Pre-session preparation; Session Beginnings; Documentation Practices; Witnessing Practices; Setting the agenda in single sessions, Demonstration of client work...
TWO-DAY TRAINING EXPERIENCE (continued)

Day Two:
Discovering client’s strengths; Exploration of problems and externalizing practices; A map for deconstructing problems; Demonstration of client work; Exercise on interviewing problems; Discussion of what subordinate storylines are and how to find them; Practices to find and expand skills, knowledge and values; Practice exercise to develop subordinate storylines; Ending practices; Summary and closing of the workshop

Three-Day Training Experience

Participants in the workshop will learn about:
• Clear understandings of how to enrich your practice through adopting post-structuralist philosophy and guiding assumptions
• Pre-session questions that begin to shift meaning and create change
• How to be curious, listen and ask questions that create immediate movement
• How to co-develop a useful and meaningful focus for the conversation
• Ways to engage people in conversations that are both respectful of and shifting of their ways of thinking about the problem
• How to see “away-from-the-problem” stories quickly
• Socially constructed genograms to get to know the person(s)
• A conversation clear & flexible guideline for time limited therapy
• How narrative practices address relationship (attachment)
• How understandings from neuroscience support particular narrative practices
• Ways that therapists can guide conversations that create new concepts for people consulting us
• How positioning family members as witnesses creates new opportunities
• Developing detailed, rich stories of people’s values, skills and abilities
• How to listen for the absent but implicit in people’s words and actions
• Taking in-session notes that create take-home documents for people
• How to keep the new discoveries happening outside of the session
• What people who consult us tell researchers about what is useful and meaningful in brief narrative therapy

Day One:
Introduction to the Journey metaphor; Discussion of the training journey; Philosophy and guiding assumptions for brief narrative therapy; Therapeutic posture; Curiosity; Practice exercise on curiosity; Introduction to the process and structure for walk-in and single sessions; Pre-session preparation; Session Beginnings; Documentation Practices; Witnessing Practices; Setting the agenda in single sessions; Demonstrations of client work; Practice exercise

Day Two:
Discovering client’s strengths in novel ways; Exploration of problems and externalizing practices; A map for deconstructing problems; Demonstration of client work; Exercise on interviewing problems

Day Three:
Discussion of what subordinate storylines are and how to find them; Practices to find and expand client’s skills, knowledge and values; Questions that find the absent but implicit, people’s responses & resilience; Demonstration of work; Practice exercise; Ending sessions key practices; Practice exercise; Summary and closing of the training.

Numerous recordings of sessions will be used to demonstrate the theories, guidelines and practices. Useful practice exercises will be included to develop participant’s skills in brief therapy.

Book a Training Session with Karen
5-Day Certificate Program in Brief & Narrative Therapy

30 Hours of thorough examination of Brief & Narrative Practices presented in clear, useable ways that can be taken into everyday therapeutic practice

The 5-Day Certificate Program offers participants the opportunity to fully explore the many exciting ideas and practices that inform narrative therapy.

This training experience with Karen will include 30 hours of thorough examination of narrative ideas and practices, presented in clear usable ways that can be taken into everyday therapeutic work in any setting with any presenting problem.

Participants will learn:

• Ideas and practices that will make it possible to take narrative therapy into their everyday work.
• How to make the most of every session that they spend with clients creating change more quickly
• Clear understandings of how to enrich their practice using postmodern theory from Foucault, Vygotsky, Bruner, James and van Gennep.
• How specific ways of being curious can create more useful and meaningful therapeutic conversations within any therapy approach.
• A uniquely detailed guideline for therapy conversations that can be used in any setting—walk-in, brief, short or longer-term work, and with any presenting concern.
• A broad range of applications for witnessing practices including how to use a powerful repositioning practice that changes how clients listen to each other in therapy sessions.
• Skill in the use of narrative practices in brief settings such as single session and walk-in clinics and in your longer-term work as well.
• What clients have reported in research about what is meaningful and useful in therapy.

* The option for an extended program that includes practicing at a walk-in clinic or to continue with the Advanced Brief & Narrative Therapy Certificate Program are both available. Contact us at windz@rockonline.ca for more information.

Karen’s training is ideally suited for therapists, counsellors, social workers, law enforcement professionals, college and university staff & students, faith groups and other mental health care providers working in hospitals, schools, police services, walk-in clinics or private practice where engaging in meaningful conversations with your clients is a priority.
Walk-in Clinic Program Design and Implementation

Karen can provide your organization with thorough and detailed information of the many different ways of designing a walk-in therapy clinic, as well as other methods to structure brief service delivery. This includes content and expertise derived from Karen’s experience at ROCK’s walk-in clinics. Karen will work with your team to specifically shape the service to your organization’s and your community’s needs. This can include design of questionnaires and other paper work that will be needed at a walk-in or brief service. This service can be provided at your organization online or by teleconference.

Virtual Training

Karen can customize virtual training for your organization or for groups of organizations for clinical training in brief narrative practices with walk-in clinics, single sessions and brief services. This can range from a single training session to a comprehensive training series, and can include follow-up virtual group supervision sessions. Virtual training can also include organizational consultation on re-structuring service pathways to include brief and/or walk-in services.

A Message from Karen:

When All the Time You Have is Now...

A narrative therapy philosophy and practice in time-sensitive counselling arenas such as walk-in therapy clinics and other forms of single session and brief services creates a non-pathologizing, collaborative, and competency-oriented way of working with people in brief settings. The aim is to make the most of every single session providing therapeutic conversations to people when they need it. It is based on the principle of “When all the time you have is now” that promotes the facilitation of a meaningful, useful conversation immediately. This is a departure from more traditional practices of assessment and information gathering dominating the initial contacts people have with the helping system.

In therapeutic conversations influenced by narrative ideas, we work to develop novel and uniquely understood stories of the problem and to co-discover with people neglected stories of their preferences, values, commitments, skills and knowledge. Narrative therapy is a collaborative and non-pathologizing approach to counselling which views people as experts of their own lives.

A narrative therapist understands problems as separate from people and assumes people have many skills, abilities, values, commitments, beliefs and competencies that will assist them to change their relationship with problems influencing their lives. It is a way of working that considers the broader context of people’s lives, the backstories, and the ways history and cultural requirements influence how we understand problems and ourselves.

Stories are made up of events, linked in a sequence, occurring over time according to a theme or plot. A story emerges as certain events are privileged and selected out over other events. What is selected is not a neutral task but is highly influenced by our history and by dominant social narratives. Stories serve to describe and then to shape people’s lives as people ‘narrativize’ their experience of the world and themselves in it. Our identities are continually constructed and re-constructed by stories that we tell to ourselves and to others. Our lives and identities are multi-storied.

Our curiosity makes it possible for new knowledges to become co-developed in a collaborative conversation.

Join me on this journey of discovering the realizations, pivotal and ‘aha’ moments that emerge in conversations that point the way toward new possibilities in people’s lives and relationships.
TESTIMONIALS

FROM JEWISH FAMILY SERVICES, OTTAWA, ONTARIO
“We recently had the great pleasure of welcoming Karen to our agency. The training was outstanding. It gave us relevant and practical information that we were able to apply immediately. Her common-sense approach and teaching style engaged and inspired! While she came to share her knowledge and experience about the practical and operational side of developing a walk-in clinic, her knowledge and background in clinical work ensured she understood the specific issues that were important to us. We would highly recommend Karen to any agency wanting to open a walk-in clinic!”

FROM NORWAY
“Our team in Arendal in Southern Norway was greatly moved by Karen’s articles and thoughts on walk-in single session work. We started up a walk-in practice in the small municipality of Tvedestrand, which is one of many municipalities that is served by our service, the department for child and youth mental health, Sørlandet Sykehus Hospital, Arendal. Since we started up the practice, the number of referrals to our central clinic from this municipality has been reduced by 30% (which is quite unheard of in child and youth mental health services in Norway for the last 20 years). At the same time, the clinic has met with 35% more people (referrals + walk-in sessions) than before. Karen’s writings have been among the most central inspirations for this project. I think it’s important to let you know that you’ve had an impact on people and services in this galaxy far, far away. Thank you again for this…”

FROM POINT IN TIME, HALIBURTON, ONTARIO
“I wanted to take the opportunity to personally thank Karen for all of her assistance to Family, Youth & Child Services of Muskoka in developing our Counselling Walk In Clinic (CWIC). It certainly is an exciting time at our agency to be able to observe our clinicians develop and expand their skills so that they may be able to better support the families of Muskoka and to respond to the increasing mental health needs of this community. Karen has played a big part in helping us do all of the necessary work to get us where we are today in developing this model, and we are greatly appreciative.”