



“Recovery and healing happen in relationship.” - PSL for the 21st Century

A Message from Patty Blum

Discover, Create, Activate and Sustain

We create solutions to optimize and sustain organizational resilience and wellness.

*The next few months we will discuss how we **discover**, how we **create**, how we **activate** and how we **sustain** our resilience. This month I will start with what it means to discover. How we define discovery, how we practice discovering and how we take our discoveries from the unknown to integrated elements of ourselves.*

Discover

How do we discover – we open our senses to learn and grow. The Oxford dictionary defines discovery as the process of finding something or learning about something that was not known about before. Discovery is the beginning of the recovery process. It is the exploration of how we connect to the world internally and externally.

Discovering how many **internal resources** we possess supports our recovery. Internal resources may be our tenaciousness, our creativity, our energy, our commitment, our enthusiasm, and our compassion. We rely on these qualities or internal resources as we live our recovery journey. Discovery is also looking at the internal areas we need to address to grow and recover. It is knowing we all have pressure points that can be shifted through acceptance, willingness to change and support. These can be as simple and complex as forgiveness-the letting go of anger and making the mindful shift in behavior to not be offended and to be open to forgiveness. It can be that we recognize that we don't take care of or value ourselves. To make this shift we need to increase self-care, self-respect, and self-love through actively doing a self-nurturing or self-compassionate activity every day!

Discovery is looking for and finding our support in the world around us. This is discovering our **external resources**. These resources can be works of inspiration like daily readings. They can be found in the beauty around us such as a sunset, a butterfly or hummingbird. This support comes as we intentionally and mindfully observe the beauty in the world. External support can be people who support and inspire us to recover. Discovering who in our lives inspires strength, empowerment, courage, commitment, trust, faith, hope, and most importantly, love. These people can be our external recovery support. Discovery is finding them and staying close to them, so we always are inspired by the light, the beauty and strength of recovery inside and outside our world.

Let's use this April as the month to discover and recover!

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It was an extremely difficult morning for the professor, and her students were restless as well. As she was looking over the roster, she noticed one student was missing on this final exam day. While checking off the names on the list, she asked the class, **“I am looking for Patience; has anyone seen her?”** The students answered one by one:

Constance: “Patience told me she would be here, and she always keeps her word; she’ll make it.”

Ernest: “The last time I was with Patience, she was listening intently to someone without saying a word.”

Joy: “I saw Patience Monday; she was last in a long line at the grocery checkout. She looked happy.”

Noble: “Yes, I saw Patience there holding the door open for an elderly woman in a wheelchair.”

Victor: “I saw Patience in the traffic jam last evening. I could tell she was singing along with the radio.”

Faith: “Patience told me she knew our exam might be



difficult, but she was optimistic about it.”

Grace: “Yesterday, Patience even canceled her spa appointment to help me study for the exam.”

Charity: “Patience is always looking out for others; I am sure some important matter held her up.”

Suddenly and just in time, Patience entered the room. The professor noticed how the entire class was more positive, relaxed, and ready for the exam when Patience was present among them. ¹

Perhaps if there is a moral to this story it is this... **Patience arrives when we are constant in being earnest and true to our values; when we count it as a joy to be present with others, and when we treat each other nobly and with respect. The reward of our patience puts us in a place of being a victor over our worry while rooted in faith that grace and love will find a way.**

1. Excerpted from the [Next 40 Days to a Resilient Journey of Meaning and Purpose A Crestwood Recovery Resilience Solutions \(CRRS\) Training Product](#)

Viva la Evolution!

A podcast on Growth, Resilience, and Transformation

- ◆ Promote the recovery process with individuals and teams.
- ◆ Shift your organization’s culture to a recovery focus that builds resilience
- ◆ Listen to interviews with important leaders in the recovery field and hear from people who are in recovery and how they got there.
- ◆ Discover unique ways peer support specialists can support your team and enhance recovery service outcomes.

Join The Conversation!



What is leadership?

One answer is “**leadership is when we use our inherent strengths to empower, inspire and support those around us.**” This makes us all potential leaders!

Each one of us possess unique character strengths and abilities that, when we use them, can lead to remarkable achievements and gifts! When we tap into our strengths and apply them to our work, relationships, and personal growth, we become leaders in our own right.

Take the example of a teacher who has a natural gift for empathy and understanding. That teacher becomes a leader when they foster a nurturing and inclusive environment. This demonstrates the value of compassion and, by living and modeling this, it inspires these qualities in others. This is leadership.

Leadership isn't something that is confined to a select few individuals with positions of power. It is a way of being that we all can embrace. **True leadership is about making a positive impact and creating a meaningful difference.** We all can use our unique character strengths and become leaders who inspire and empower those around us. We can each make a positive impact in our own way.

In Peer Support, we become leaders when we model the strengths that we live in our own recovery and resilience. We become leaders when we live by and apply the Peer Support DNA (Peer Support Competencies). **We become a leader when we use our personal power to empower others.**

So lets move forward in our leadership, knowing that the people who we empower are grateful for the leaders we are! Living our strengths, we make the world more wonderful every day.



CRRS Update

March, 2024 has been an amazing month for Crestwood's Recovery Resilient Solutions (CRRS) team. We kicked off March with our inaugural Recovery Practices for Leaders Bootcamp, March 4 through 8 in San Diego, CA at our Peer Employment Learning Center. Along with the CRSS team, 22 leaders from a variety of behavioral health settings from various locations in the State gathered in San Diego to participate and contribute to the Bootcamp experience. **It was truly an inspiring, energetic, and Recovery-focused team of leaders sharing their ideas and challenges, supporting each other in the process, as well as brainstorming innovative planning goals together.** We also enjoyed the presentations by Dr. George Woods, MD, Gene Johnson, and Dr. Lori Ashcraft about the value and importance of Peer Support Specialists and the Recovery approach. We are excited to begin planning our next Recovery Practices for Leaders Bootcamp. Stay tuned!

CRRS has also been amazingly active in graduating 96 individuals from the 80-Hour MC PSS Certification Training, Peer Support Learning for the 21st Century—These folks are enjoying the Ongoing Support phase of our grant-funded program, which includes peer networking, State certification exam preparation, skills refreshers, and active supports in career development. We are excited to see so many take and pass the State certification exam to become Certified Medi-Cal Peer Support Specialists, with many more to follow in these footsteps. **CRRS is also pleased to announce our newest teammate—Diane Echaves.** We are so excited and grateful to have Diane on our team with all her positivity, energy, and professional skills and experience. **Welcome aboard, Diane!**

We are also engaged with several new opportunities, including a few grants, and a Request for Proposals in some exciting and innovative Recovery and Resilience work opportunities. We will be excited to share the news as these opportunities materialize. We look forward to connecting with you all each month and would love to hear any feedback on our CRRS Peer Review newsletter.

All the best and good hopes for April showers! - **Jim Ritchie, CRRS Director of Operations**



Re-imagining Recovery Service Leadership for the 21st Century

Tuition: \$1,500 per person, or \$1,200 per person for agencies that register three or more people.

Join us in the near future for a fun, exciting, and engaging action packed three-day professional recovery leadership development workshop in beautiful San Diego, CA. Crestwood's Recovery Resilience Solutions Team ensures you will:

Restore, re-energize, and re-ignite the passion for your work as a recovery service leader.

Gain certification as a Resilient Culture Playbook Coach.

Receive confidential/ anonymous feedback from your direct reporting staff on your recovery leadership skills.

17 Continuing Education (CE) units authorized by the National Association of Social Workers (NASW) and Board of Registered Nursing (BRN)

- Pre-workshop assignment to customize your learning experience
- Post-workshop technical support at 30, 60 and 90 days

Contact Us to Register

Jim Ritchie | James.Ritchie@cbhi.net

209.313.4511

RecoveryResilienceSolutions.com

When: Dates TBD | 8:30AM - 5:00PM

Where: The Peer Employment Learning Center at 4085 Colts Way, San Diego, CA 92115



Inaugural Recovery Practices for Leaders Bootcamp training. San Diego, CA. March, 2024

What our Bootcamp leaders have to say:

“Thank you! An unexpected, informative fun, and a new start opened my perception of how to be a leader.”

“Classroom learning is hard for me. It is difficult for me to sit in one spot for too long or maintain focus. I was dreading an 8-hour classroom day for this reason. My expectations were far exceeded. The class was engaging and actually fun. It was not just information dumping which will help me retain more of it.”

“Wonderful leadership workshop and amazing insights.”

“Amazing workshop, and great team-building, I learned an abundant amount of knowledge to bring back to my own facility.”

“One of the most informative trainings I've been to. Great work you guys.”