



Focus on NDCA

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2012 NDCA Conference Theme

**"ASPIRE TO INSPIRE
WITH WISDOM, VISION,
INNOVATION, ACTION AND
RESULTS"**

Aspire to Inspire

Dotti Dixon Schmeling, Ph.D.
President-elect NDCA

"Aspire to Inspire" with **Wisdom, Vision, Innovation, Action and Results** will be the theme for the 55th Annual Mid-Winter Conference. Take the time, right now to put February 4 (pre-conference), 5-7, 2012, on your calendar, as this will be a "SUPER" conference—and yes, a Super-Bowl party will be a part of the conference on Sunday evening. Also, consider taking a leadership role by submitting a session during the conference or by sharing some words of wisdom with membership (refer to the bright yellow "Call for Programs" brochure).

We are working to bring in a couple of national counselor leaders as guest speakers/presenters as well as some local/regional experts during our conference. Brian Law, current President of the American School Counselor Association, and Bradley Erford, President-Elect of the American Counseling Association are working with us so that we might be inspired by their wisdom, vision, innovation, action and results. Our November Focus issue will have more details on the conference, but for now, save the dates, as you won't want to miss this exciting professional growth opportunity.

I just returned from the ACA Institute for Leadership Training that was held in Alexandria, Virginia this past week, where I was able to participate in visits to Senator Hoeven, Senator Conrad, and also met with Congressman Berg, our North Dakota elected politicians. With all the national budgetary issues, it is beneficial to maintain good relationships in Washington D. C., as we are hoping to maintain our approximately 50 million, as the Elementary and Secondary School Counseling Program is up for re-authorization. I was also able to attend some great key-notes and break-out sessions including: Leadership Ethics in the 21st Century, Innovation Practice—Award Winners, The Art of Herding Cats: Counselors as Culturally Competent Leaders, Strategic Planning: Charting your Organization's Future, and Current Professional Issues on the National Level: What ACA Leaders Need to Know.

As I close this article, I hope that I have sufficiently **aspired** you to be **inspired** to attend the Mid-Winter Super Conference, the first weekend in February 2012. Please consider being **inspired** to present, **inspired** to participate, or **inspired** to bring a new member. Our goals will be to **aspire** you to come ready to be **inspired** with new wisdom, vision, innovation, action and results. I leave you with one of my favorite inspirational quotes by Joel Barker:

***Vision without action is merely a dream,
Action without vision just passes the time,
Vision with action can change the world.***

NDCA Board SWOTT'D

Bryn Halgrimson, President

Our Vision Statement: Inspiring Excellence in Counseling.

Our Mission Statement: For our members, North Dakota Counseling Association will:

- Provide quality professional development opportunities;
- Facilitate networking;
- Advocate for the counseling profession;
- Promote leadership activities and encourage active involvement in the organization

When your NDCA Board gathered in July to develop a new strategic plan, they kept these statements in mind as they identified our organizations Strengths, Weakness, Opportunities, Threats and Trends that will impact our association. Listed below are a few of the items that were mentioned in each area. This is not a complete list.

Strengths

Our use of technology in such areas as the PayPal for the Conference fees and for meetings was listed. Our membership has grown! We are currently at 420 members strong for 2011! Professional development and leadership opportunities provided through the conference and pre-conference offerings were discussed and lead to ideas for opportunities and for the development of the goals.

Weaknesses/Opportunities

- Leadership Training
- New Board Orientations
- Peer Mentoring
- Professional development opportunities

Trends

Identified issues for awareness, such as the inclination of organizations, agencies and schools to rename positions currently held by counselors, thus changing some of the position requirements. Budgets will continue to be an issue in providing services and in whether or not NDCA members will be able to continue to participate. Our society is becoming more technology-data driven and the continued implications this may have on the field of counseling.

The Plan

Through this analysis and focus on the Weaknesses and Opportunities, the Board developed four goals and developed an action plan for each. The NDCA Board will develop 1) A plan for NDCA leadership/officer training; 2) A plan to provide more opportunities for counselors who supervise other counselors or counseling interns; and 3) A plan to incorporate professional development opportunities (webinars, training videos, networking with division conferences).

Sound, practical and exciting ideas for the future. The next strategic planning session will be in 2013 so we have plenty of time to work on these goals!

Thank you to all the Board members that attended and participated in this process!

Confirmed 2011-2012 Committee Chairs

Bryn Halgrimson, President

Please join me in thanking Erin, Kathy, Ginny, and Rebecca for agreeing to Chair our committees for the coming year. Their time, knowledge and willingness to serve in these roles are greatly appreciated. Their contact information is posted on our website under the link for NDCA Board.

Ethics Committee

Erin Klingenberg

Valley City, 701.845.7424

erin.klingenberg@vscu.edu

Legislative Committee

Kathy Holle

Bismarck, 701.328.9734

kholle@nd.gov

Scholarship Committee

Ginny Blake

Grand Forks, 701.746.6061

ginnyblake@gfschools.org

Awards Committee

Rebecca Porter

Minot, 701.858.3126

rebecca.porter@minotstateu.edu

AMHCA National Meeting San Francisco July 12th-16th

By Stacey Meehl, President Elect NDMHCA

I could say that I left my heart in San Francisco, but I am not sure it was fully there. It was still back in Oakes, ND following a devastating storm on July 10th. It was a quick race to help clean up as much as I could prior to my flight leaving early Tuesday July 12th for the national AMHCA (American Mental Health Counselor Association) conference in San Francisco. Worst of all, it was so hard to miss the summer NDCA board meeting. As Marcia indicated that she thought it would be a hard choice for me, Valley City or San Francisco.

The Leadership training is held annually for state officials to gather a better understanding of the national program and how it can be beneficial on the state level. A great deal of discussion talked about the direction that AMHCA wants to head into the future to make mental health counseling recognized as a strong professional sector in the mental health world. The focus talked about making supervision standards post-graduate streamlined for licensure. At this time supervision standards across the country vary greatly. AMHCA is hoping that with streamlined standards it will open the door to better portability among the states for licensure. Also by demonstrating streamlined educational standards it provides a strong sense of professionalism and education among counselors; hopefully further opening the door to legislation regarding Medicare, VA benefits, and Tricare.

To further promote the strong growth and professionalism in the practice, AMHCA is introducing the Diplomate status with specialization in Children and Adolescent Counseling, Couples Counseling, Family Counseling, Geriatric Counseling, Developmental Disability Counseling, Substance Abuse Counseling and Trauma Counseling. It is a prestigious credential that will distinguish advanced practice clinical counseling and recognizes expertise in one or more areas. The credential will start to be available in October 2011; watch the AMHCA website for the application and further information.

AMHCA continues to work on securing legislation for counselors to gain Medicare billing privileges, Tricare access without primary care referrals or supervision, and providing counseling services in the VA. They are hoping to make further progress this year after some success last year, but are cautious due to the looming financial issues in the country.

In addition to the leadership training, I attended the full conference that occurred after the leadership training. The

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Peer Recognition

by Bryn Halgrimson

Be Seen. Be Heard. This is the branding campaign for Minot State University where our new Awards Committee Chair, Rebecca Porter is Registrar. I think that **Be Seen. Be Heard.** is appropriate for the Awards Committee. Please consider nominating a peer so that their efforts, talents, and excellence in counseling can Be Seen and Be Heard by their NDCA peers!

The outline and the submission forms for the awards listed below are located on our webpage www.ndcounseling.org under Awards.

Glenn Dolan Award: An individual who has demonstrated able leadership, excellent rapport and service to the community, outstanding contributions to their organization.

Innovations Award: An individual who has made innovative contributions in research or published articles in the field of counseling.

Friend of Counseling Award: An individual who has demonstrated support for counseling in the state of North Dakota through her/her profession.

Outstanding New Professional Award: An individual who has developed an outstanding program and demonstrates exceptional interpersonal skills.

Member Emeritus Award: An NDCA members who have retired.

All award submissions are to be sent to:

Rebecca Porter
Minot State University
Registrar's Office
500 University Ave W
Minot, ND 58707
Fax: 701-858-3386

rebecca.porter@minotstateu.edu

GRAPE Principle

Have you ever wondered why people join organizations? Well, here are the five most common reasons that people do join organizations, such as North Dakota Counseling Association.

G — GROWTH: Having opportunities to increase your skills and competencies, personal skill development opportunities, becoming more competent, experienced and confident

R — RECOGNITION: Gaining respect from others you admire, receiving recognition and praise for a job well done, receiving feedback on your work within the organization

A — ACHIEVEMENT: Having the opportunity to solve problems, seeing the result of our efforts, being given meaningful responsibilities, seeing your feedback and ideas become reality

P — PARTICIPATION: Planning and scheduling work, given the opportunity and being allowed to make or contribute in important decision making, being “active”, not just a member

E — ENJOYMENT: Having fun, working as part of a team, feeling part of something important

Keep these points in mind as you ask co workers, other professionals to consider joining NDCA!

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conference trainings offered were amazing from the start to the finish. It is amazing to see the wonderful wealth of knowledge that is present in the counseling profession nationwide.

San Francisco was a wonderful treat in itself. To be honest it was cold, only in the 50's and 60's most of the time which was wonderful during the heat of July. My husband and I had a wonderful time sightseeing around San Francisco. We were the ultimate tourists hitting all of the famous spots. We had fun riding the trolley up and down the streets of San Francisco. We got our workout climbing Lombard Street to see the “Crooked Street”, but the view was worth it. We took in Alcatraz, the science museum, Union Square, Fisherman's Wharf, and my personal favorite Ghirardelli Square. I felt like we ate our way through San Francisco – so much for the diet.

I look forward to working with NDMHCA and AMHCA in the future of further enhancing the counseling profession. I recommend all to visit the AMHCA website to get further information on the Diplomate program and ongoing legislation. Next year's conference will be held in Orlando, Florida.

www.ndcounseling.org

School Counselors

Check this out for YOUR students!

BAIT Camp [Business and Information Technology]

June 13-15, 2012

Valley City State University

www.vcsu.edu/bit [click on BAIT Camp]



Integrating Generations in the Workplace

Pam Schorsch, NDECA
www.working.com

There have been many articles written in recent years about the impact of having multiple generations in the workplace. Most articles encourage harmonizing strengths and mitigating weaknesses to create an environment of understanding. Writer Dan Pink in his book *Drive: The Surprising truth About What Motivates Us*, outlines three motivations that research shows compel most people: Mastery, Autonomy, and Purpose. Studies identify these internal motivators as having more impact than external ones.

Each generation nurtured and developed one of these motivations and the most integrated employees today are wired to respond to all three.

- 1. Mastery:** Baby boomers “live to work” mentality compelled a focus on constant improvement. Mastery as an internal motivator is the urge to get better and better at something that matters.
- 2. Autonomy:** Gen Xers’ “work to live” orientation severed the parental cord organizations had on their employees. Instead, Gen Xers emphasized the need to direct their own lives which opened the door to more individual competition and innovation.
- 3. Purpose:** Millennials were the first generation raised with global sensibilities. They see work as aligned and inseparable.

Looking at internal motivators may be another way to create a successful and harmonious workplace. How does it look where you work?

2012 NDCA CONFERENCE THEME:

“ASPIRE TO INSPIRE WITH WISDOM, VISION, INNOVATION, ACTION AND RESULTS”

Theme was wrong on the Call for Programs. Sorry about that error!