



## MOTIVATIONAL INTERVIEWING TRAIN THE TRAINER COURSE

### Why it Works:

#### More flexibility!

You can embed MI training in whatever way works best for your organization: during new employee orientation; during staff meetings or lunch breaks, huddles or retreats, micro-trainings or day-long workshops, and at whatever frequency is most effective.

#### Better fit with your organization!

Your own employees have credibility within your organization, and can speak to their fellow employees in a way that makes sense, and is specific to your organization's culture and norms.

#### Use of your internal talent!

For the employees chosen to be trainers, it is rewarding, shows trust and confidence in them, and allows you to elevate their strengths and interests, improving their engagement.

### The Problem

We all know how important Motivational Interviewing (MI) skills are for our employees. Partnering with patients to facilitate health behavior changes is one of the most important things we do in health care! Unfortunately, many of us have paid for MI trainings that seem to make little lasting impact with our staff and providers. This is because a few hours of classroom training just doesn't work.

### The Solution

**Developing your own internal MI expert trainers!**



**"I'm just so grateful for the course. I feel**

**more confident**

**as a presenter, and the skills for**

**communication have changed my daily**

**interactions for the**

**absolute best."**



## Deeper adoption!

With your own trainers, you have a ready-made task force to help embed MI principles in: HR-recruitment, selection and evaluations; patient-facing materials—educational materials, posters, assessments; workflows—check-ins, referrals, and follow ups; the environment—waiting rooms, exam rooms and group rooms.

## Save money!

After the Train the Trainer Course cost, you incur no further direct training costs for unlimited internal training by your own employees.

## Ready For Next Steps Or Have Questions?

**Contact Elizabeth Morrison**

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# Course Structure

The design of the course facilitates deep learning and development of your employee-trainers. The course consists of monthly 4-hour session, for 6-9 months, depending on your organization's needs and goals, with new trainers engaging in homework and practice workshops between course meetings.

**Deep Learning and Development:** Foundational practices in mindfulness and empathic presence are coupled with rigorous MI skill building.

**Broad Expertise:** During the course, trainers are practicing 2 things equally: their own MI skills, as practitioners, and their facilitation skills, as trainers.

**Continuous Feedback and Improvement:** New trainers are given feedback at each TTT session, and obtain evaluations at each practice workshop.

**Outcome Driven:** Data on employee experience in the MI TTT, number of workshops completed by employees, number of employees MI trained by the new trainers, and workshop evaluation scores of new trainers are all collected and shared with leaders.

### Included:

- ❖ Online library of tools and resources for trainers and participants, including customizable slide decks, evaluation forms, workshop support handouts, and resources for continued MI learning, for both trainers and their workshop participants.
- ❖ Unlimited email and phone support for new MI trainers during the duration of the MI TTT course.
- ❖ Consultation with organization leaders, such as HR Directors, CEOs, COOs and others on embedding MI principles within the organization, supporting the new trainers in their work, and ensuring a capable training infrastructure.

**“As I am  
facilitating MI  
workshops,  
I am  
strengthening  
my own skills”**

