



TEAM: TEAM EVOLUTION AND MANAGEMENT

Crisis intervention and critical incident stress management strategies and interventions can only be effectively delivered through a well-organized and orchestrated crisis response team. Team development and management skills are critical to the effective functioning of a crisis response team. This session will explore: leadership and management strategies; team development activities; team evolution considerations; preventative maintenance; learning from the past; and how to help teams remain healthy.

This course is designed for anyone in a team leadership position or who aspires to contribute to the organization or continued development of a crisis support, CISM, or peer support team. The program is essential to the development and maintenance of these programs.

Program Highlights:

- *Framework for an effective CISM Team
- *Appropriate policies and procedures for CISM Team operation
- *Two management theories and the characteristics of each
- *Steps in team development
- *Key skills for successful leadership
- *Methods to keep teams healthy
- *Minimum standards for training of team members
- *Barriers to team development
- *Group dynamics that effect team operation
- *Difficult team maintenance issues

Successful completion of the Approved Instructor Candidate Program will allow you to teach this curriculum to others. Continuing education will be required to maintain your instructor status.



Prerequisites for application into the TEAM: Team Evolution and Management Approved Instructor Candidate Program:

*Completion of the following ICISF courses as taught by ICISF or by an ICISF approved Instructor (Copies of certificate of completion are required to accompany the application):

- Advanced Group Crisis Intervention
- TEAM: Team Evolution and Management.

*ICISF Approved Instructor in good standing for:

- Group Crisis Intervention
- Assisting Individuals in Crisis (formerly known as Individual Crisis Intervention and Peer Support)

*A minimum of two years experience as a crisis support/CISM team or clinical coordinator.

*A minimum of five years critical incident/traumatic stress experience.

*Participation in a minimum of twenty group crisis interventions (defusing, debriefing, crisis management briefing).

*A letter of recommendation/endorsement from a member of the leadership of your current crisis support or CISM team attesting to your team leadership experience and abilities.

*Prior experience in instruction/delivery of education programs and a minimum delivery of ten education/training courses of at least eight hours each in length.

*Active membership on a crisis intervention team.

*Current ICISF individual or team membership.

*A copy of your current CV or resume.

*A brief statement outlining:

- Your crisis intervention/CISM experience
- Your instructional experience
- Reason for applying for ICISF Approved Instructor Training.

*Completed online application and \$50.00 USD application fee.

*Completion of the CCISM Certification of Knowledge Exam. <https://cismcertifications.org>

*Optional "CISM: A Practical Review" can be purchased here <https://cismbookstore.com>