



## **A Guide to Behavior Consulting:**

### ***The Why & The How***

# Indiana Association of Behavioral Consultants Twelfth Annual Conference

November 7 and 8, 2019

The IN-ABC Conference is intended to provide continuing education for all those working with people with disabilities who have behavioral challenges. Professionals in related fields, community partners, parents, and students are all welcome to join us and benefit from the knowledge and expertise that this year's presenters will share.

Indiana Association of Behavioral Consultants (IN-ABC) is the primary trade association in the state of Indiana founded for professionals who provide behavioral supports to people with developmental disabilities. This non-profit association was founded in 2003 to formulate and maintain a unified voice and representation to state and federal agencies.

IN-ABC is an eclectic association and its membership includes professionals with degrees and training from a variety of human services specialties.

The majority of our members have master's or doctoral degrees in psychology, social work, behavior analysis or special education. As in the past, association membership is open to all, regardless of experience, degree, certification or licensure.

IN-ABC exists to serve the interests of its members and behavioral support providers within individuals' homes, communities, schools and treatment centers. Our commitment to both membership and our partners is to build a thriving profession based on best practice, effective standards, and ethical leadership.

If you are not already an IN-ABC member, we look forward to meeting and building a relationship with you. You are welcome to become a member at the time of registration and receive a discounted conference fee.



#### **Reserve Your Room:**

*Courtyard Muncie  
at Horizon Convention Center  
601 South High Street  
Muncie, IN 47305  
(765) 287-8550*

*Rooms are available for the nights of November 6 and 7. Reserve before October 7 and receive a special discounted rate.*

*reserve by phone:  
(765) 287-8550 - request the "Indiana Association of Behavioral Consultants" room block.*

*reserve online:  
<https://www.marriott.com/event-reservations/reservation-link.mi?id=1564546397893&key=GRP>*

# Conference Agenda

## THURSDAY, NOVEMBER 7

**8:15 - 8:45 a.m.**

Registration and Breakfast  
for IN-ABC members

**8:45 a.m.**

IN-ABC Membership Meeting

Welcome, Committee Reports, INABC Awards,  
Introduction of Officer Nominees, Officer Elections

**9:45 a.m.**

IN-ABC Annual Professional Liaison Report  
from Kelly Hartman

**10:30 a.m.**

Break and Sign-In for EGTI / Arc Presentation

**10:45 a.m.**

EGTI / Arc Presentation

**11:30 a.m. - 12:15 p.m.**

Lunch, directly followed by Registration / Sign-In  
for the Opening Keynote Address

**12:30 - 2:30 p.m.**

Rabbi Yonason Goldson

Opening Keynote:

*The Power of Ethical Leadership*

**2:30 p.m.**

Registration / Sign-In for Closing Keynote Address

**2:45 - 4:15 p.m.**

Kelly Hartman, IN-ABC Professional Liaison

Closing Keynote:

*Culture, Perception and the Pursuit of Happiness*

CEU Certificate / Session Attendance forms and onsite session sign-in sheets are intended to confirm your attendance and will be provided at the event.

### CEU Availability

Thursday:

EGTI / Arc Presentation (1.0)

Keynote Addresses (3.5)

Friday:

Breakout Sessions (1.5 each)

Lunchtime Ethics Panel Discussion (1.0)

## FRIDAY, NOVEMBER 8

**8:45 - 9:15 a.m.**

Registration and Breakfast

**9:15 - 10:45 a.m. (Breakout Session 1)**

Angela Lykins, PhD, HSPP

*Managing Anxiety Disorders - Let's Talk Facts*

CJ Galliugh, PsyD, NCC, RBC, LMHC

*Developing Effective Replacement Behaviors*

**10:45 a.m.**

Break and Sign-In for Breakout Session 2

**11:00 a.m. - 12:30 p.m. (Breakout Session 2)**

Trena Anderson, MA

*Decoding Confabulation:*

*The Truth Behind Lying*

Angela Hardy, MS LMHCA

*Approaching Families Experiencing*

*ADHD and Autism*

**12:30 - 1:45 p.m.**

Lunch, including an Ethics Discussion Panel,  
directly followed by Registration / Sign-In for  
Breakout Session 3

**1:45 - 3:15 p.m. (Breakout Session 3)**

Leanne Carlson, PhD, HSPP

*Expanded Techniques of*

*Cognitive Behavioral Therapy*

Wendy Waldman, BSW, CBIST

*Acquired Brain Injury:*

*Managing a Chronic Condition*

Category 1 Continuing Education Units (CEUs) are available to INABC through the Health Professions' Bureau for Continuing Education by the Indiana Social Worker, Marriage and Family Therapist, and Mental Health Counselor Board for: LSW, LCSW, and LMHC.

The 2019 INABC Conference agenda offers participants a maximum of 10 CEUs. Please note that all licensed clinicians are individually responsible for 1) judging the relevance of each session to their own individual professional practice and, 2) maintaining their own certificate of attendance.

# ERSKINE GREEN

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## Training Institute



### Erskine Green Training Institute

#### **founded by:**

***The Arc of Indiana Foundation***

Erskine Green Training Institute (EGTI), founded by The Arc of Indiana Foundation, is the first of its kind postsecondary vocational training program in the country. Opened in 2016, EGTI provides training in hospitality, food service, healthcare, and inventory distribution.

Housed within the Courtyard by Marriott in Muncie, Indiana, the program provides a uniquely personalized training experience for each student. During the 10 – 13 week training sessions, students attend class, master key job skills, and gain valuable work experience through an internship.

In addition to hands-on job training, the curriculum addresses critical soft skills like appropriate workplace etiquette, teamwork, taking direction, and effective communication skills.

EGTI's programming is designed for individuals whose academic, social, communication, and adaptive skills are affected due to a disability. Most applicants would have received special education services in the K-12 setting and exited their secondary school with a diploma, GED, or certificate of completion. Students must be 18 years or older at the start of the training session.

Upon completion of the program, students leave with a certificate, resume, practiced interview skills and a list of open positions in the

community they are returning to after graduation. More importantly, they leave connected to the EGTI team and other resources, including an alumni group, for ongoing support and information.

EGTI is enjoying tremendous success. Every aspect of the program is designed to promote not only employment skills but also increased self-esteem and confidence. Over 80% of EGTI graduates have secured employment in communities throughout Indiana.

Prospective students and their families are encouraged to visit EGTI by registering for one of the monthly general tours. Individual tours can be scheduled by contacting [info@egti.org](mailto:info@egti.org).

# Keynote Addresses



**Rabbi Yonason Goldson**  
*The Power of Ethical Leadership*

Yonason Goldson is director of Ethical Imperatives, LLC, teaching leaders how good ethics is good business and the benefits of intellectual diversity. He's a keynote speaker, TEDx presenter, and community rabbi, as well as a repentant hitchhiker, recovered circumnavigator, former newspaper columnist, and retired high school teacher in St. Louis.

He's authored hundreds of articles applying ancient wisdom to the challenges of the modern world, and five books including "Fix Your Broken Windows: a 12-step program for promoting ethical affluence" and "Proverbial Beauty: secrets for success and happiness from the wisdom of the ages."



**Kelly Hartman, MA**  
**Insights Consulting, Inc.,**  
**President & CEO**  
**Outside the Box, Inc.,**  
**CoFounder & Emeritus Board Member**  
**Professional Liaison at Indiana Association of Behavioral Consultants**

***Culture, Perception and the Pursuit of Happiness***

Kelly is the President & CEO at Insights Consulting, Inc a company named to the Top Workplaces in Indianapolis for nine years, Co-Founder of Outside the Box – a day program known for it's innovation, and has served the Indiana Association of Behavioral Consultants since it's inception in 2001.

In her near 30 year career of supporting individuals with intellectual and developmental disabilities -- she has always maintained a focus on individual's capabilities, not their disabilities. In her passion to help people achieve better outcomes in life – she believes in building on what a person CAN do through teaching a non-aversive, person centered approach to personal success.

Through her very "real" training style, Hartman is best known for her sense of humor and helping us see things from a different perspective.

This year, Kelly will present "Culture, Perception and the Pursuit of Happiness"… Providing Behavior Supports stretches far beyond simply completing a Behavioral Assessment and writing a Behavior Support plan.

Beyond the BMAN basics, we will explore how culture, perception and the pursuit of happiness impact our work in the lives of people who chose us.

# Breakout Sessions



**Dr. Angela Lykins, Ph.D., HSPP**

***Managing Anxiety Disorders -  
Let's Talk Facts***

Dr. Angela Lykins, Ph.D., HSPP is a licensed Clinical Psychologist in Indiana. She received her Master's degree in Counseling Psychology in 1990 and her Doctoral degree in School Psychology and

Neuropsychology in 1994. Both graduate degrees were received from Ball State University. Dr. Lykins has provided clinical services in a community mental health setting, local schools, drug/alcohol residential faculty, acute inpatient facility, nursing homes, and private practice setting for 30 years. Currently, she focuses the majority of her time as the Owner and Clinical Director at Lykins Counseling Clinic in Muncie, Indiana which started as a solo practice in 1999 and now employees 10 licensed clinicians. The Clinic provides outpatient, mental health services to children, adults, couples and families struggling with a variety of mental health issues.

Dr. Lykins will be addressing five session objectives:

- 1) List potential causes of anxiety in individuals with developmental disabilities,
- 2) Identify symptoms and characteristics of anxiety seen in individuals with developmental disabilities,
- 3) Understand prevalence of anxiety in individuals with developmental disabilities,
- 4) Discuss potential techniques to decrease anxiety levels for an individual with developmental disabilities, and
- 5) Identify assessments to use and resources available to assist developmentally disabled clients struggling with anxiety symptoms/disorders.



**CJ Gallihugh,  
PsyD, RBC, NCC, LMHC**

***Developing Effective  
Replacement Behaviors: Tools to  
Develop Replacement Behaviors  
Based Upon Function of  
Behavior***

Dr Gallihugh is the owner and president of Behavioral Interventions Inc, which has provided behavioral support services to individuals with developmental disabilities since 1999. She is also the creator and president of SNAP, the Special Needs Assistance Project, founded in 2008, which provides living necessities to individuals with developmental disabilities in east central Indiana.

CJ has worked in the field of developmental disabilities for over 35 years in a variety of settings and has been a Behavior Consultant since 1994. She has served on the INABC board of directors for 12 years.

Developing effective replacement behaviors depends upon accurate identification of the function(s) of the target behavior as well as the operational definition.

This presentation provides BCs with tools to build a solid foundation in the FBA for analysis of the target behavior's underlying function and thereby develop effective replacement behaviors to improve the lives of their clientele. New and experienced BCs will be able to benefit from this topic.

# Breakout Sessions



**Trena Anderson, MA, BC**

***Decoding Confabulation:  
The Truth Behind Lying***

Trena Anderson is a Behavior Consultant with over 27 years of experience working with individuals with intellectual disabilities. She started her career in February of 1991 as a psychiatric technician working in an in-patient hospital setting. She has held many roles in this field including: indirect care staff, waiver case manager, QIDP and now currently as a BC. Trena holds a Bachelor's degree from Purdue University in Anthropology, a Master's degree

from The University of Phoenix in Adult Education and a Master's degree from Capella University in Adult Education Instructional Design with a specialty certificate in disabilities. Trena also was adjunct faculty at Butler University teaching Master's level students. She provides CEU training and presents at various conferences on Sexuality, Grief and Grieving and Dementia and Aging.

In her spare time Trena enjoys engaging in outdoor activities, photography and spending time with her family.

Trena's session is designed to provide education and training in decoding and ascertaining more meaning to confabulation, lying and false reporting behaviors. This training is for individuals who provide care for persons with intellectual disabilities.

This training is to provide a better understanding into these behaviors and to provide caregivers with the necessary tools and resources they need to understand how to assess and develop applicable goals and outcomes for individuals.

Outcomes for this session include:

- 1) To gain a better understanding of confabulation, truth manipulation, lying and false reporting,
- 2) To gain a better understanding of teaching Strategies for working with Children, Adults, Families and Staff,
- 3) To gain a better understanding of promoting healthy communication,
- 4) To gain a better understanding of Promoting Positive Behavior, and,
- 5) To provide additional materials for working with clients, family and staff.

# Breakout Sessions



**Angela Hardy, MS LMHCA**

***Approaching Families  
Experiencing ADHD and  
Autism: A Comprehensive  
Overview***

Born in Greenfield, Indiana in the early 1970s, Angela grew up a native of Hancock County, with a love for the outdoors, fine arts, the farming community, and behavioral sciences. Angela earned a BA from Purdue University in Fine Arts with minors in Psychology and English. In 2016, Angela completed work on an extensive graduate degree, a Master of Science in Clinical Mental Health Counseling with a specialization in Crisis and Trauma.

She has worked in the mental health field during her education as a foster/adoptive parent, home-based family specialist (case worker), as a therapist at a women's shelter, a university mental health counselor, and a

home-based therapist working with families in crisis. Angela has received certification as an Equine-Assisted Psychotherapist and is also a registered Domestic Relations Mediator for Indiana.

The populations she has served has led Angela to an understanding that there is an immense need in many communities for resources to assist families struggling to work through dysfunction and challenges. Angela is eager to share her research, understanding and experience to assist families, providers and other professionals toward knowledgeable resourceful resolutions.

There is a richness to the scope of the facets of ADHD, autism spectrum issues, oppositional or obsessive/compulsive behaviors and sensory processing disorders. There is creativity, energy, emotional depth and brilliance...however, there also are challenges in areas of emotional regulation, motivational systems, response to "norm" expectations and behavior. These create potential obstacles and frustration for families attempting to manage these dynamics, sometimes leading to dysfunction or feelings of failure.

Understanding the neurological and biological nature of these issues along with the unique processing and perspective of those dealing with these differences can create new hope for families as they learn new ways to perceive the situation, interact and offer correction and support, and grow stronger connections to develop relationships, self-confidence and well-being.

This presentation will offer insight, education and helpful understanding to providers working with clients expressing traits of ADHD, AS, ODD/OCD, and SPD and those offering various kinds of support to these families.

Discussing the etiology, expression and realities of how these issues express in various ages of children and adults, this presentation is designed to also begin to lend a view into how very differently correction, discipline and encouragement is offered in order to sustain positive relationship, self-esteem and impart greater independence and willingness for collaboration. It will also share about a model for reaching and meeting the whole range of needs for impacted families/individuals with some unique approaches designed to offer families more convenience and accessibility.

# Breakout Sessions



**Leanne Carlson, Ph.D. HSPP**

## ***Expanded Techniques of Cognitive Behavioral Therapy***

Dr. Carlson completed her undergraduate education at Alma College in Alma, Michigan. She received both her M.A. and Ph.D. from the Clinical Psychology Program at the University of Houston in Houston, Texas, with an

emphasis on child/adolescent psychology and family therapy. She completed an internship in clinical psychology at the Indiana University School of Medicine – Department of Psychiatry in Indianapolis, Indiana.

Following internship, Dr. Carlson established her private practice, first in a large group practice and now in a smaller setting. She has been in private practice in Indianapolis for nearly 30 years. She works with children, adolescents, and adults with a variety of presenting issues, with a strong emphasis on mood and anxiety disorders, as well as OCD. She also works in couples treatment, largely using the principles of John Gottman.

She is also employed at Insights Consulting, where she supervises

behavioral consultants and provides clinical consultation to the staff of Insights Mental Health and Wellness.

Research has long demonstrated that Cognitive-Behavioral Therapy (CBT) is the most successful type of psychological treatment for anxiety disorders and mood disorders, as well as issues related to adjustment and grief. There have been many different expansions of the original tenants of CBT.

This session will explore more advanced types of CBT, including Dialectical Behavior Therapy (DBT) and schema focused therapy.

Issues related to the application of CBT to developmental issues, intellectual disabilities, and autism will also be discussed.

# Breakout Sessions



**Wendy Waldman, BSW, CBIST**

## ***Acquired Brain Injury: Managing a Chronic Condition***

Wendy has worked in mental health and brain injury since 2000. Wendy worked as a Resource Facilitation Coordinator for BIAF for 9 years until moving back to Indiana in 2013. She now works as a Brain Injury Continuum Outreach Manager with the Rehabilitation Hospital of Indiana's Department of Resource Facilitation.

Wendy educates and presents on the Resource Facilitation Program and brain injury throughout Central Indiana to build professional capacity and assist survivors and families to access the resources and services that may benefit them. Wendy serves as a Vice-President for the Brain Injury Association of Indiana and also as Vice-President for INAPSE (Indiana Association for Persons Supporting Employment First).

Wendy is nationally certified as a Brain Injury Specialist Trainer (CBIST) and provides trainings all over the state to professionals on becoming a nationally Certified Brain Injury Specialist through the Academy of Certified Brain Injury Specialists with the Brain Injury Association of America. Wendy is an active member of the Brain Injury Special Interest Group through the American Congress of Rehabilitation Medicine.

Learning objectives for this session include:

- 1) Gaining an understanding of the epidemiology of brain injury and the common issues that happen after brain injury including cognitive, physical and emotional/behavioral effects,
- 2) Learning about the screening measure used to identify various types of potential acquired brain injury (ABI) that can be performed by anyone trained, and
- 3) Learning about appropriate access to medical care, professionals and resources as well as rehabilitation services and professionals that can minimize and treat complications and optimize function in these individuals. Identify strategies and accommodations that can be utilized in working with individuals with acquired brain injury.

# Conference Registration



## IN-ABC Twelfth Annual Conference

Early registration ends November 1. However, late registrations will be accepted through the date of the conference.

**\*\* Online Registration is also available at [www.inabc.org](http://www.inabc.org) \*\***

Complete the below form by printing clearly, then mail the form and payment to the order of INABC, to:

Sue Bauer, IN-ABC Secretary, 2675 South Sunflower Dr., Bloomington, IN 47403

Name: \_\_\_\_\_

Employer: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_

Phone: \_\_\_\_\_

E-mail: \_\_\_\_\_

**Select your registration rate:**

***Early Registration Rate (by Nov. 1, 2019):***

IN-ABC member (\$200)

Non IN-ABC member (\$250)\*

***Late Registration Rate (after Nov. 1, 2019):***

IN-ABC member (\$250)

Non IN-ABC (\$300)\*

**Select events you will be attending:**

IN-ABC Membership Meeting

Keynote Speakers

Thursday, November 7  
(including lunch)

Friday, November 8  
(including lunch)

Meals are served buffet style. Vegetarian diets will be accommodated. Please be aware that other dietary needs are unable to be met at this time.

\*Non-members are welcome to become 2020 members and register for the 2019 conference at the member rate. Please check below to indicate that you wish to become a 2020 member and also include \$100 for 2020 membership plus the conference registration fee along with this form.

I wish to become an IN-ABC Member for 2020 and have included payment for both membership and conference.

**\*\* 2019 CEU Certificate Protocol \*\* — To insure that you receive an accurate accounting of CEU credits, please be certain to; 1) obtain a CEU Certificate of Attendance form during conference registration, 2) physically sign in to each session that you attend, and 3) obtain an official INABC validation stamp before exiting each session.**