

Consider Being a Leader and Vote for One!

By Cynthia Moreno Tuohy, NCAC II, CDC III, SAP, NAADAC Executive Director

The election is almost upon us! The 2016 NAADAC Executive Leadership election, that is. In this year's election, the NAADAC membership will elect the President-Elect, the Secretary, the Treasurer, and Regional Vice Presidents for the Mid-Atlantic, the Mid-South, the Northeast, and the Northwest for the 2016–2018 term.

The President-Elect requires the biggest commitment. He or she will serve a two-year term as President-Elect and be mentored during that time by the current President. After those two years, the President-Elect is promoted to President, and the sitting President is promoted to the position of the Immediate Past-President for two years. A full six year commitment! All of the other officers and regional vice presidents serve two year terms, and are eligible to serve two such terms.

When you review the nominees profiled in this issue and read about their history of service, philosophies, and vision for NAADAC, please consider what qualities you would like to see in NAADAC leadership and what direction you would like NAADAC to go in the future. Please also consider becoming a leader yourself in your local NAADAC State Affiliate, or on a NAADAC National Committee. Many of our national leaders got their start at the affiliate level, where they were able to learn and be mentored by fellow leaders.

So, what qualities does it take to be a leader?

Honesty and Transparency

Serving in an Affiliate or National office is not always smooth sailing—there are conflicts, differences of opinion, and conflicting priorities. It is important to understand the NAADAC Code of Ethics and to be firmly rooted in your own values. Being transparent about your values and holding yourself accountable is vital. In any position of leadership, modeling transparency and ethical responsibility will prompt constituents to follow down the same path.

Ability to Delegate and Share

Trust your colleagues to work toward the common vision and mission. Agree to share and delegate the work, and hold each other accountable for the work that you have each performed. Keep in mind that people have different strengths and weaknesses, and be open to re-adjusting



workload and task delegation to best utilize your team members.

Communication, Communication, and did I say, Communication

We often feel we have communicated a message, an idea, or a process when in fact, the other person came away with an entirely different understanding. Staying in the conversation until you know that the other team members have understood your message is key.

Healthy communication is straight-to-straight communication, not communicating through triangulation, inference, or guessing. Avoidance of communication only digs the hole deeper and it becomes more difficult to pull yourself out! Talk issues through with mutual respect, and look for mutual understanding and mutual benefits. Keep in mind that each person has a unique perspective and set of experiences, and, as a result, has a unique sensitivity to how he or she feels and want to be treated. Be thoughtful about how to communicate the most effectively with each person.

Shining Your Positive Light

It's difficult to guide others when your own light is not shining! Sure, you are going to have tough days and times when you wonder why you showed up for this position—that is normal! We are dealing with other humans here—go ahead and shine your light! Be positive in the thick of the negative wave that is coming at you! High morale means high productivity and better decision-making. Avoid complaining about the negative and instead focus on finding a solution. A sense of humor in it all also helps! We all make mistakes, don't see the train coming, and are in the dark at times. So what! It only means you are in a place with millions of others. Clear the brain and begin again! Have fun in the midst of the chaos—it will change!

Confidence with a Calmness

There is confidence that comes from the ego and there is confidence that is calm and consistent. The ego-bound confidence may be flashy, but it is not usually what will last in the midst of a storm. Calmness, consistency,

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university's eligible degree program(s). For each program, the requested information includes: an overview; its mission and goals; a program self-assessment; a detailed review of its curriculum, including course descriptions, outlines, syllabi, and a TAP 21 course crosswalk; its educational modalities; and documentation of any practicum, internship, fieldwork, or field experience required. Programs are welcome to contact NASAC at any time with questions or for help with the application process. Once all of this material is complete, the application and supporting documents can be submitted by email, along with payment of the application fee.

Step 3: Peer Evaluation

Upon receipt of the completed application and fee, NASAC will select an evaluation team made up of three peers matched for expertise and relevant field experience from similar NASAC-accredited programs to review the application and self-study. The team may consult with the program's leadership, faculty, and/or staff and, if necessary, recommend an on-site evaluation. Upon completion, the evaluation team will make its recommendations to the NASAC Board of Commissioners.

Step 4: Decision by NASAC Board of Commissioners

Upon reviewing the evaluation team's written report and documentation, the NASAC Board of Commissioners will render one of the four accreditation decisions below and notify the institution by written notice:

- Full Accreditation for a period of seven years;
- Conditional Accreditation, requiring the program to submit a plan and timeline for specific program modifications, the submission of additional documentations, additional policies/procedures to be developed, or other relevant information, within three years;
- Denial of Accreditation; or
- The tabling of the application to allow for further development of the program, or submission of further documentation where indicated.

Institutions will have the opportunity to appeal any decision if there is disagreement with the Board's decision.

How do I get more information on NASAC?

For more information on NASAC, including full guidelines, accreditation details, benefits, student membership and more, please visit <http://nasacaccreditation.org>.

How do I contact NASAC?

If you have any questions, comments, or concerns regarding NASAC, please email info@nasacaccreditation.org.



In addition to serving as NAADAC's President, Kirk Bowden, PhD, MAC, NCC, LPC, serves on the Editorial Advisory Committee for Advances in Addiction & Recovery. While serving in many capacities for NAADAC through the years, Bowden also serves as Chair of the Addiction and Substance Use Disorder Program at Rio Salado College, consultant and subject matter expert for Ottawa University, a past-president of the International Coalition for Addiction Studies Education (INCASE), and as a steering committee member for SAMHSA's Center for Substance Abuse Treatment (CSAT), Partners for Recovery, and the Higher Education

Accreditation and Competencies expert panel for SAMHSA/CSAT. Bowden was recognized by the Arizona Association for Alcoholism and Drug Abuse Counselors as Advocate of the Year for 2010, and by the American Counseling Association for the Counselor Educator Advocacy Award in 2013, the Fellow Award in 2014, Outstanding Addiction/Offender Professional Award in 2015, and most recently the California Association for Alcohol/Drug Educators' Lifetime Achievement Award in 2015.

and reliability are what grow confidence in a team. Having confidence does not mean having the lowest voice; instead, it means being calm enough not to have to raise your energy to that level of frenzy. There are going to be days that are tough; those are the days one needs to look for the person on their team who can build others up and motivate them to tackle the task at hand. You are that person as the leader of the team! Remember, your confidence can dwindle as well, so make sure you have folks to go to who will build you up and keep your morale at a high enough level to be able to support others. You are modeling to your team and they will take cues from you. Check yourself—if you are low on positive energy, seek support and re-fill.

Commitment and Consistency

Are you a person who does what you say you will do, when you say you will do it? Great leaders make commitments and then work to fulfill them! Great leaders motivate others through example by producing consistently high-quality work and encouraging others to do the same. Consistency, day in and day out, is a visual verification of the commitment you exhibit as a leader. If you promise something, or agree to something, keep your word. People will follow you if they know they can count on you.

Creativity and Quick Thinking

There are many times when a leader is faced with a decision that has to be made before all the information has been received. Being able to be creative and to draw upon on your life and work experiences to help form a decision is vital. Being a leader means taking the risk to do this and trust that the outcome will be positive, or if the outcome is not, to be able to reverse the decision and find a new creative solution.

Intuition

There is not always a road map to follow as a leader. Years of experience and mentoring helped to build your intuition—trust yourself to make good intuitive decisions. If you don't trust yourself—neither will others!

Ability to Inspire

When you are clear with your vision and your passion, others will be inspired to invest in your vision. People need to feel inspired to keep moving forward and working toward a goal, especially in the addiction and helping worlds! You inspire by setting goals and working towards them.

Being a leader is not accidental—it is a calculated decision that requires thought, planning, and patience. Take the time to read each nomination and ask yourself, is this the person who I want to lead me and my colleagues for the next few years...and if not, why not you?



Cynthia Moreno Tuohy, NCAC II, CDC III, SAP, is the Executive Director of NAADAC, the Association for Addiction Professionals, and has worked as an addiction professional for over 35 years. She has been a trainer in Domestic Violence/Anger Management and Conflict Resolution for over 25 years, as well as an international, national and state trainer in a variety of topics. Moreno Tuohy is also a curriculum writer in addiction screening and evaluation, counseling methods, conflict resolution, co-occurring disorders and medicated assisted treatment and recovery, and has written articles published in national and other trade magazines. She holds a Bachelor's Degree in Social Work and is certified both nationally and in Washington State.