

CV

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EDUCATION

2005 - 2006 **Gothenburg university**, 15 credits

A one year management program for managers in the Swedish Prison and Probations Service. The program was developed and delivered by the faculty of social science.

1997 - 2002 **Lund university**, Bachelor of Science in Social Work, 210 credits

The Bachelor of Science Program in Social Work at Lund University is offered by the Faculty of Social Sciences and is an academic professional training program. The courses in semesters 1-6 are in the first cycle (180 credits) and the courses in semester 7 are in the second cycle.

The Bachelor of Science program in Social Work leads to a professional qualification. The program is based on the subject area of Social Work. The program provides students with knowledge about social issues, social problems, key legislation relevant to social work, social policies, social science theory and social work interventions and activities. The program equips students with the skills needed to investigate and analyze needs and to carry out social work, as well as knowledge related to the production of knowledge through research. The students' experiences of social work and their ability to systematically reflect on ethical issues are linked to social work as a profession. The students' knowledge and skills are systematically integrated and extended throughout the program. Students are to acquire the knowledge, skills and judgement required in the social work profession. Students will be able to choose themes for individual specialization within the framework of the different courses and through choosing specialized courses.

1996 -2002 **Lund university**, 60 credits

Undergraduate studies, sociology and social psychology.

WORKING EXPERIENCE

The National Board of Institutional Care (Statens Institutionsstyrelse, SiS)

SiS is an independent Swedish government agency that delivers individually tailored compulsory care for young people with psychosocial problems and for adults with substance abuse.

SiS runs special residential homes for young people, which receive young people with psychosocial problems, substance abuse and criminal behavior. Care is provided under the terms of the Care of Young Persons (Special Provisions) Act (LVU).

At some of these residential homes, we also care for young people who have committed serious criminal offenses and who have therefore been sentenced to secure youth care under the Secure Youth Care Act (LSU).

In addition, SiS operates 'LVM' homes, which treat individuals with serious problems of abuse of alcohol, controlled drugs and/or prescription drugs. Here, care is provided under the Care of Substance Abusers (Special Provisions) Act (LVM).

2016 - Project manager,

the unit for research and development, Head Office, Stockholm

Examples of responsibilities:

- Overall responsible for the training, implementation, fidelity and monitoring of Motivational interviewing for 4000+ employees.
- head a group of 4 instructors/supervisors, all MINT members (Motivational Interviewing Network of Trainers)
- providing support and guidance to the management teams at the SiS head office and residential homes around Sweden.
- acting as expert within the organization in areas concerning treatment, motivation, implementation, management, reducing youth risk behaviors and reducing risk of violent behavior in the residential homes
- acting director of the he unit for research and development when the director is absent or on leave

2014 - 2016 Instructor / Supervisor,

the unit for research and development, Head Office, Stockholm

Example of responsibilities

- Providing training and supervision in Motivational Interviewing on introductory, intermediate and advanced level. The trainings consisted both of on-site training and supervision and off-site workshops.
- providing training and supervision for local MI supervisors. Each residential home has 1 - 6 local MI supervisors.
- providing support and guidance concerning implementing of MI to the management teams at SiS residential homes around Sweden.

2014 -2015 head of a `LVM home`,

SiS VM hem Hesselby, Helsingborg, Sweden

In the winter of 2014/2015 there where a crisis in Sweden and the number of patients that were mandated by the courts due to severe addiction problems where on an all-time high. SiS where not able to provide placement and patients that where on the risk of dying because they didn't receive treatment where put on a waiting list and not receiving any care.

Because of the crisis, I was appointed by the head of SiS to start up a LVM home and took a three month break from my work as an instructor/supervisor to start up the facility.

Because of the urgency, I was given a deadline of 2 weeks' deadline before the first patient should arrive. During that time, I was supposed to, among other things, find a suitable location for the institution, find suitable staff including care workers, social workers, nurses and doctors. Within 3 weeks we were up and running and receiving patients.

Due to the special circumstances and the urgency involved we had to try new ways of working. We designed and tried out a working protocol that very clearly pointed out the person-centered relationship between staff and patients as the most important factor. The protocol was successful and the ward had a high approval rate from the patients. Later the work protocol we developed was spread throughout the whole organization as an example of good working standard.

2011 - 2014 head of a ward at an `LVM home`,
SiS LVM hem Lunden, Lund, Sweden

This ward was a Swedish national resource for compulsory care of patients that suffered severe mental health and addiction problems.
The ward had 10 patients and apr. 40 staff of care workers, nurses, social workers and doctors.

Example of responsibilities:

- I oversaw preparations, set up and the opening of the home.
- Overall responsibly for the treatment of patients
- overall responsibly for budget, work environment, legislation.

Fredrik Eliasson MI training

2013 - self-employed consultant,
Lund, Sweden

I work part time as a self-employed consultant specializing in leadership development, Motivational interviewing, organizational development and implementation.

Examples of recent consultancy work include:

- designing and delivering a staff training program to reduce the risk of threats and violent behavior in youth care homes in Malmö, Sweden. The work included training 300+ staff, training and supervision for a team of local instructors, support and coaching to all managers including the senior level management group.
- Support and coaching on implementation to senior managers in the Social services, Lund, Sweden
- Designing and delivering MI training on all levels, from introductory to advanced level, in a wide variety of settings which include voluntary and public service social work, prison and probation service, hospitals, inpatient mental health care.
- designing and delivering workshops and coaching to other MI trainers which include MI with groups, implementation and MI to prevent suicide.
- Delivering MI in groups training to the health service.
- co-designing and deliver MI training to child psychiatrists in London, UK
- designing and delivering a staff training program with the social services on:” MI champions on how to train others in MI”.

The Swedish Prison and Probation Service

The main tasks of the Prison and Probation Service are to implement prison and probation sentences, to supervise conditionally released persons, to implement instructions for community service, and to carry out pre-sentence investigations in criminal cases.

2006 - 2011 **Probation officer,**
Malmö, Sweden

I was joining a team of professionals with the aim of reducing crime among youths in Malmö, Sweden. Our commitment was to develop new methods and work protocols.

Example of responsibilities:

- co-designing and delivering a more evidence based practice for the probation service.
- deliver MI and CBT programs
- develop new ways of partnership and collaborations with other public and private agencies that were involved around the young person
- supervise and support young offenders during their probation
- work in close contacts with courts presenting alternative penalties
- design and implement a system for monitoring the probation services CBT programs and MI conversations
- designing an on-call system for probation officers

2010 **Superintendent,**
Tygelsjö prison, Malmö

Tygelsjö prison is a low security unit for inmates who are at the end of long prison sentences.

I was on leave from my work as a probation officer for 3 months managing the prison. The prison held 100 inmates and 40 staff

Example of responsibilities:

- Overall responsibly for the treatment and rehabilitation of inmates
- overall responsibly for budget, work environment and legislation.

2005 -2006 **Superintendent,**
Ystad prison, Ystad, Sweden

Ystad prison is a medium security unit for mostly reoffending inmates with addiction problems and for inmates with mental health problems. The unit was for 70 prisoners, and 90 staff.

Example of responsibilities:

- Overall responsibly for the treatment and rehabilitation of inmates
- overall responsibly for budget, work environment and legislation.

2002 - 2005 **Method/work protocol developer,**
Ystad prison, Ystad, Sweden

In the begin of 2000 the Prison and Probation service where starting to work with evidence based practice and trying to implement new ways of rehabilitation of inmates. This was done nationwide.

Example of responsibilities:

- Implement and supervise a new protocol for planning the time in prison for each inmate were their individual needs where investigated and matched witch specific programs and interventions.
- Implement and supervise CBT programs and MI
- Coaching and supervision for the prison officers
- all decision making concerning inmates
- acting superintendent when the superintendent was absent or on leave.

1998 - 2002 Prison officer,

Malmö prison, Malmö, Sweden

Malmö prison was (it closed 2014) a high security unit for inmates with long sentences or inmates where the risk of reoffending was assessed as high. Many suffered from addiction and mental health problems. I was part of a team that started a unit within the prison for rehabilitation of inmates with addiction problems. The aim of the unit was to resemble an addiction rehabilitation facility outside of prison. We worked with a 12-step program and MI.

Example of responsibilities:

- Supervise and support the inmates

Education given by the prison and probation service

- A 12 week introduction program
- Education and supervision in ART, Aggression Replacement Training, a CBT based group program
- Education and supervision in One -To -One, an individual CBT based program
- Education, supervision and certification in MI
- Education and supervision in risk assessment tools for re-offending
- Education and supervision in ASI, Addiction Severity Index. A tool for assessing severeness of addiction problems.

PRESENTATIONS given by Fredrik

2015, MINT forum, Berlin, Germany”

“Applying MI in groups in other group training contexts”

2016, MINT forum, Montreal, Canada

“Walk the talk”, Thoughts and training on how to integrate MI in group skills when delivering MI training”

OTHER COURSES AND PROFESSIONAL DEVELOPMENT

I have a strong commitment to ongoing professional development and life-long learning to ensure the best practice and current thinking are embedded in my work, listed below is some of the courses and conferences I have attended to.

2008," MI with groups", Erik Knifström, MINT member, Malmö, Sweden

2011," How to enhance others MI learning" Stefan Sanner, MINT member, Stockholm, Sweden

2012,"Getting it right, Fidelity to MI treatment and research settings", Teresa B. Moyers, PhD och Denise Ernst, PhD, Venice, Italy

2012 ICMI (International Conference on Motivational Interviewing), Venice, Italy

2012, MINT (Motivational Interviewing Network of trainers), TNT (training new trainers), Lead trainer, Tom Barth, Oslo, Norway

2013," The art of teaching Motivational Interviewing", Steve Berg Smith, Norrköping, Sweden

2013, NICMI (Nordic International Conference on Motivational Interviewing), Norrköping, Sweden

2013," Training with the four processes", William R. Miller, prof och Stephen Rollnick, prof, Krakow, Poland

2013," MI with groups", Karen Ingersoll, prof, and Chris Wagner, prof, Krakow, Poland

2013, MINT forum, Krakow, Poland

2014, ICMI, Amsterdam, Holland

2014, Nordic MINT forum, Dömlé, Sweden

2015," The inner process of MI", William R. Miller, prof och Stephen Rollnick, prof, Berlin, Germany

2015, MINT forum, Berlin, Germany

2016, MINT forum, Montreal, Canada

2017, ICMI, Philadelphia, USA

Professional associations

Member of the International Network of Motivational Interviewing Trainers (MINT)

Member of the Nordic MINT