

**1. Please describe your experience in MI in any or all of the following roles: practitioner, trainer, supervisor, researcher, and/or administrator.**

**2002 – 2006 practitioner and administrator**

I was hired to implement evidence based practise (among other things) and supervise the staff at a prison in Sweden and went through my first basic MI training in 2002. I designed and implemented an infrastructure for a group of MI practitioners so that the inmates on a bi-weekly basis had access to MI conversations. A crucial part my work was changing the work culture that was very confronting at the time. So, I supervised the staff trying to motivate them and to model a different and more person-centred way of being with the inmates. I tried to learn MI myself during these years but I'm not sure I was that successful since I didn't have any coaching or supervision myself.

**2006 – 2011 practitioner**

I divided my time between being a probation officer and doing CBT treatment and MI conversations with probation clients. During these years, I think I developed my own MI skills through extensive, almost weekly, coaching and supervision from a very talented MINTie, Erik Knifström. A lot of time and effort were put into how to combine CBT programs and MI.

**2011 – 2014 practitioner, trainer, supervisor and administrator**

In 2011 I was employed as manager to build an in-patient ward from scratch that should function as a Swedish national resource for compulsory care of dual diagnosed patients that suffered severe mental health and addiction problems.

The ward had 10 patients and 40 staff of care workers, nurses, social workers and doctors.

We were trying to create a work culture that where based on (the relational part) MI. My job was to model MI in my work with patients (and staff) and to administrate training and supervision for my staff.

In 2012, I did my TNT in Oslo under the guidance of headtrainer Tom Barth. During these years, I also started to do MI trainings and supervision at care homes and for the social services, travelling all around Sweden.

**2014 – 2016 trainer and supervisor**

I resigned from my work as a manager and started to do training, supervision and implementation support full time.

**2015 supervisor and administrator**

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 at an all-time high. SiS where not able to provide placements and patients that where on the risk of dying because they didn't receive treatment where put on a waiting list and did not receiving any care.

At this time I was appointed by the head of The National Board of Institutional Care (Statens institutionsstyrelse, or SiS) to start up a care home and took a three month break from my work as an instructor/supervisor to start up the facility.

SiS is a Swedish government agency that delivers individually tailored compulsory care for young people with psychosocial problems and adults with addiction problems.

Because of the urgency, I was given a deadline of 2 weeks 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 god working standard.

#### **2016 – trainer, supervisor and administrator**

Today I divide my time between being a self-employed consultant specializing in leadership development, Motivational interviewing, organizational development and implementation. I'm also employed as a project manager and (occasionally) deputy director at the Science and Development division at The National Board of Institutional care (SiS).

I do consultancy work for the social services, the health service, voluntary organizations and the private sector all over Sweden. At SiS I am overall responsible for the training, supervision, fidelity and monitoring of MI for 4000+ employees and I lead a group of MI trainers and MINT members and 100 peer MI champions.

## **2. Please describe your involvement in MINT and any activities that demonstrate your commitment or service to MINT.**

I have attended the following MINT forums or ICMI's.

2012 ICMI, Venice

2013 MINT forum, Krakow

2013 NIKMI, Norrköping (Nordic International Conference on MI)

2014 ICMI, Amsterdam

2014 Nordic MINT Forum, Värmland

2015 MINT forum, Berlin

2016 MINT forum, Montréal

2017 ICMI, Philadelphia

I have presented on 2 MINT forums, Berlin 2015 (*Applying MI in groups in other group training contexts*) and Montreal 2016 (*"Walk the talk", Thoughts and training on how to integrate MI in group skills when delivering MI training*).

I have also been involved in the MINT + project during a couple of years offering a joint learning experience to a newly Minted.

I have helped several friends and colleagues coaching them with their TNT applications.

## **3. MINT's strategic plan is consistent with the following three pillars:**

- **Membership Engagement**
- **Global inclusion, outward-facing**
- **Provide guidance, standards and resources to the world**

**Please provide your input on these three pillars, on how you might contribute to achieving them, and on any other perspectives you think should be included in MINT's strategic plan.**

I'm afraid that this is something that maybe haven't been at the forefront of my mind before being asked to run for the Board of Directors. I have followed the debate on the list serve and been grateful that MINT have so many wise and experienced members. It also amazes me that the tone of disagreement is so gentle, thoughtful and respectful.

I guess I'm hoping to contribute by trying to work with providing service, structure and organization for all the voices of our community to be heard and taking in to account.

Below I share some of my thoughts around each of the pillars.

### **Membership Engagement**

This is truly important and MINT's existence rest upon the membership engagement. For me it was a life changing experience to become part of the MINT community and I was amazed that these bright, smart and wonderful people so willingly chaired their knowledge and experience. I think it's so important and I feel so deeply that this is the something worth defending and contribute to.

To make MINT membership and involvement thrive I think it is important to continue and support the work that have already been done to make MINT feel inclusive for members that might not feel at home with English language, the academic world or don't have the financial recourses to travel to forums or other forms of feeling exluded.

### **Global inclusion, outward-facing**

I must say that after reading Clair Lanes thoughts on the matter I find it hard summing up my own thoughts in a more concise and stringent way. Claire wrote:

*What should we do/how do we:*

- *Work more closely with other organizations who have similar values/ideas/interests to MINT, and those who have good relationships with communities we would like to share MI with.*
- *Aim to build in support mechanisms to enable MI training to flourish among underserved communities.*
- *Be more open and provide more for non MINT members – be less member centric in our activities. Be more explicitly welcoming towards those who are just interested in learning more about MI, rather than jumping into what you need to do to be 'proficient' or a 'member'.*
- *Make more use of online technologies.*
- *Engage with underserved communities and non mint members and find out what they might appreciate from us.*

*How can we accomplish this:*

- *Providing Pro-Bono work, which involves support for follow up and continued support and development where there is not a huge network of MI trainers.*
- *Making more use of the website – webinars, training/learning materials that are available to all not just to mint members.*
- *Creating an MI wiki where people who are minties or non minties can add material and debate it openly.*
- *Build links with existing organisations – which organisations are minties aware of/part of and how might we link with them. Which organisations are well known in communities we would like to share MI with. Speak with those communities and organisations – is MI something they may be interested in.*

- *External speaker at forums.*
- *Think about making events more open to non members, or routes to membership that do not require 'proficiency' or to have gone through a TNT.*
- *Providing virtual access to MINT events – not just through our website but other platforms eg social media*
- *Make non-members feel 'welcomed' by our organisation – think about how we approach them via our materials, our website and our processes. If you aren't a member, are you still welcome?*

*Committees who could help:*

- *MINT Plus*
- *Technology/Website Committee*
- *MIAC*
- *Events committee*

### **Provide guidance, standards and resources to the world**

I have witnessed and experienced (as so many of us have) how extremely helpful MI can be. And how revolutionary MI can be, especially if the “normal” practice is to confront. One of MI’s strengths are that the core principles of a person-centered style with evoking change talk can be applied in so many different areas and helpful to so many different persons.

The other side of the coin is that I have also seen a lot of practice labelled as MI without the core principles being applied and I sometimes fear that MI will be diluted and not helpful anymore.

For me this means that MINT must provide guidance and standards around the use of MI and it’s wonderful to read the thoughtful debate that’s going on around in our community on the subjects related to this area.

The certification process for practitioners is, in my opinion, necessary and at the same time it is of vital importance that we take considerations not to make MI (semi) manual based and thereby losing its adaptability to be helpful in so many different areas.

In The National Board of Institutionalized Care (SiS) I would say that MI has been a vital part of what has made a huge difference of transforming the compulsory care of young people in Sweden. With a transition from a confronting and sometimes repressive style slowly being replaced with something that is in line with the relational part of MI.

SiS decided a few years back that its 4000 employees should have a person-centered style in the interaction with its youths and clients and that everyone in SiS care should have the opportunity to receive MI conversations. For this reason, all employees receive MI training on different skill levels.

In SiS our group of MI trainers have designed a MI certification process for practitioners that we think fits with our organization where one of the things we look at is a working sample that’s coded with the MITI. This has been a way to secure the quality of MI that SiS is providing.

I hope my experience of disseminating MI in a large organization and at the same time work with a system that allow us to have some quality control of the MI being provided will be useful to MINT if I'm elected to the Board.

**4. Here are the current members of the Board:**

- **Hilde Jans (chair)**
- **Tim Godden (vice-chair)**
- **Karen Ingersoll (treasurer)**
- **Terri Moyers (secretary)**
- **Majella Greene (member at large)**
- **Colleen Marshall (member at large)**
- **Helen Mentha (member at large)**

**Please explain how you might contribute to the diversity of the Board.**

Being a white, middle-aged man from Sweden I'm not sure how much diversity I could bring to the board.

I was raised in a working-class home and I was the first one ever in my family to attend university. That experience had a rather profound impact on me (something I would imagine a share with a lot of people). It has taken me years not to feel intimidated in academic circles (I guess this struggle is still going on).

I might bring a Scandinavian approach (if there is such a thing) to the Board. MI is having such a huge impact on a lot of services in Sweden where every social service, every health care provider, every job center, the Prison and Probation service are all declaring that they are working with MI.

**5. Please describe any experiences you have had in serving on other committees or boards, either in a professional or personal capacity that might support your candidacy. Specifically, include dates of involvement, positions held, experience of working as part of a team, challenges of the positions held, successes and frustrations. How have these experiences prepared you for serving on the MINT Board?**

I've been part of different management boards for almost 10 years.

2002 – 2006 Head of prison wards and a member of the management board for the Prison and Probation Service in the southern part of Sweden.

2011 – 2016 Head of patient wards at The National Board of Institutional Care (SiS) and a member of the management board for the same organization in Lund, Sweden.

It's both a pleasure and a struggle to be a part of a board. I think what I learned is that you need to see yourself as truly a servant of the board you are a part of. This means for me that I try to constantly be aware of my own emotions and biases in order to have an eye on the greater purpose of the work you are a part of. This is not always easy and at the same time I think that I have gotten better at it with practice.

**6. Board work currently consists of both operational tasks (keeping the organization functioning day to day) and strategic tasks (overseeing and planning). Describe your interest in and capacities in both these areas.**

I was 26 years old the first time I was appointed head of a small prison ward with 30 employees. Since then I have been in and out of management most of my working life.

Being able to do operational task and at the same time have an eye to the horizon and strategically plan where the organization is going is typically what you need to do when you head an organization.

I think that being able to dig in and solve operational problems that needs immediate attention without losing track of where the organization is heading would be a core skill of mine and something that I have had a lot of training doing.

It's evident that you need to do both and to balance them is almost always a bit of a struggle. If you lean too much towards either side you lose something important. I think the skill might be to be able to see how the little things in the everyday running of the organization fits in with a bigger plan of where the organization is heading. It probably also includes being able to structure your own time in order to have sufficient time on your hand to do strategic tasks.

**7. The typical Board member spends 5-10 hours per week on MINT Board matters. Please indicate how you will integrate this commitment with your ongoing professional and personal activities.**

Being nominated and eventually maybe part of the MINT board is a huge honor and at the same time a serious commitment to make. I feel such a great gratitude towards all the friend and colleagues who have devoted of their time and effort to the benefit of MI. I think this might be an opportunity for me to give back.

In my work I have a lot of freedom to plan my time. I also have an understanding employer who see my involvement in MINT as something beneficial for their organization. This means that the time spent on MINT board matters will to some extent be done as part of my employment. If I get elected I also plan to cut back on my consultancy work to free up time for MINT board matters.

**8. Please send a current CV and also provide the contact details (email and telephone number) of two references that we may approach as part your nomination process. These people should be able to provide information about your suitability for this position.**

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