

A STEVENS PUBLICATION

employee assistance

Behavioral Healthcare Solutions in Today's Managed Care Environment

JULY/AUGUST 1996

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Catching the Wave

**SA Priorities
for Managed
Medicaid**

TIME-LIMITED TREATMENT

*Developing Successful
Group Psychotherapy Strategies*

MEDIATION TEAMS

*Crafting Partnerships
for Conflict-Resolution*

ANGER MANAGEMENT

*Building Validation Skills
to Defuse Volatile Situations*

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There are some other important questions. Valley Hope's answer is the same for each. . . Yes.

Yes!

Yes, the treatment services offered by Valley Hope are grounded in 12-Step philosophy with strong emphasis on family participation, spirituality (non-denominational) and continuing care placement.

And Yes! Again



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contents

FEATURES

9
Getting Off the Gold Standard
Time-Limited Group Psychotherapy Programs manage a broad spectrum of referral problems.
 by **K. Roy MacKenzie, MD, CGP**

14
The Medicaid Wave
Treating higher risk Medicaid populations forces managed care to reshape service delivery priorities.
 by **Gary R. Hill, PsyD, CSADC,**
and Carole K. McMichael, MA

18
Building a Mediation Team
Partnership model shows cost-effective, team-based conflict resolution.
 by **Ken Bolyard, LCSW, MPH,**
Lou V. Gould, MBA, Lou Lasher, PhD,
and Dale Robinson

22
Managing the Angry Employee
The prerequisites to mutual respect provide the building blocks for defusing volatile situations and train supervisors to return peace and productiveness to the workplace.
 by **Mitchell H. Messer**



Changing Standards Page 9



Gary R. Hill, PsyD, CSADC Page 14

COLUMNS & DEPARTMENTS

25
Facility Profile:
Valley Hope Inc.

28
Managed Care:
Work in Progress
 by **Les Virgil, CEAP, LCDC**

30
Case History:
Obsessive-Compulsive Disorder
 by **Keith E. Saylor,**
Thomas J. Van De Water, PhD et al

33
EAP Economics:
Alternatives for EAP Accreditation
 by **Judith Hines, MSW, ACSW, and**
Deborah Lewis, MA

4
Editor's Note

6
News/Meetings

35
Product Literature

35
Classifieds

38
Advertising Index

Cover Art by Brad Purse



A ROSE BY ANOTHER NAME



Among the many points of contention in the Kassabaum-Kennedy Health Insurance Reform Act was the pursuit of parity for the treatment of mental illness. Oversimplified, opponents wanted coverage applied only to severe mental illness because problems classified as nonsevere mental illness carry unwarranted potential for eternal therapy. What's in a name? Apparently, a whole lot of power for good or grief.

Employee assistance professionals are aware of this power on many levels, most especially as it applies to their own field. There are so many variations described as EAPs, that it seems like no two non-EAP people see them the same. The pressures on EA professionals to refocus and integrate their skills to meet the demands for evolving make me think of them as the Great Shape-Shifters. Of course, the changes EAPs are being asked to make are real, not science fiction.

The wisdom of long-time experts in the field suggests that the answer to some of EA's shape-shifting problems lies in the past, i.e., re-emphasize the core technology that targets supervisory training and workplace problem-solving. Although eclipsed by the clinical expansion of recent years, this area of EA skills could help market programs as able to tackle any workplace behavioral problem because of their having a more balanced base.

However, even if EA professionals pursue rebalancing, they may encounter resistance because employee assistance has become a limiting term in the mind of many clients and decision-makers.

If employee assistance needs to be a rose by another name, what might it be? Would a new name change anything? Please send me your thoughts on this. Cmac@texnet.net.

Carole McMichael

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