



Kellin's Framework for Building Trauma-Informed Organizations and Systems

Kellin's Framework for Building Trauma Informed Organizations and Systems is a research-driven approach recognizing the complex nature of changing organization/system culture and the many interweaving components needed for success. Our framework is based on the integration of over 15 years of research, training, and direct practice that recognizes and values a balance between textbook and real-world practice. Kellin's strategy uses SAMHSA's model of trauma-informed care (TIC), which believes that to move toward being trauma-informed, we must use the 4 R's (realize, recognize, respond, and resist traumatization) (SAMHSA, 2014). Our 6-phase approach focuses on bridging research to practice that builds sustainable, trauma informed service systems that change lives, help people thrive despite adversity, and support a healthy workforce.

Our 6-Phase Approach

Change can be exciting but can also be challenging. While some are excited to try things differently, others are more comfortable with traditional ways of service delivery. Because organizations and systems are made up of individuals, and because individuals vary in their readiness for change, Kellin's Framework takes a multi-phase approach that is consistent with Prochaska & DiClemente's (1983) Stages of Change model. A key tenant of our approach is that the organization must be committed to the process of becoming trauma-informed in order for true, sustainable culture and practice change to occur. The 6-phase approach allows for support and guidance throughout that change process. Some organizations may move through the phases relatively quickly, while others take a slower pace to ensure that the organization overall moves together. Each organization or system is different, and thus, move through the phases in their own unique way. Kellin's tailored approach allows for this flexibility and can be adapted to various systems, populations, and services.

6 phases

Phase One: Vision Casting and Planning

Phase Two: Installation and Assessment "Realizing Phase"

Phase Three: Initial Implementation "Recognizing Phase"

Phase Four: Diving Deeper "Responding Phase"

Phase Five: Triple R's "Resist Re-traumatization Phase"

Phase Six: Embed and Sustain



For more information on Kellin's Framework for Building Trauma-Informed Organizations and Systems, or for training, coaching, or technical assistance for your agency, please contact Dr. Kelly Graves (kelly@kellinconnects.com) or visit www.kellinconnects.com