



**THE CHIEF MOTIVATING OFFICERS**

# AFFILIATE PROGRAM

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Thank you for your interest in joining the CMO Affiliate Program. This program is designed for organizations, both large and small, that are interested in developing upcoming behavior analysts as skilled supervisors and managers, as well as helping businesses develop internal Organizational Behavior Management teams for the betterment of the field of behavior science.

# OUR STORY

... SO FAR



Chief Motivating Officers, LLC. (CMO for short) was founded with one main goal: to improve the world at work, one behavior change agent at a time. In the field of Applied Behavior Analysis, our science is used in many specialty areas, but across all is a single thread: motivation, collaboration, and working with others to meet business goals. That is where CMO comes in. We provide remote supervision to upcoming behavior analysts in the area of Organizational Behavior Management, within and beyond human service organizations.



## Similar, but not the same

Applying the science of human behavior in organizations is a complex subfield of Applied Behavior Analysis, and having the skillset to influence and motivate employees as a behavior analyst is invaluable. However, in many certification programs, upcoming ABA practitioners do not get this type of training explicitly.



## Creating Value

That is where CMO comes in. Like the conditioned motivating operation (specifically, the CMO-transitive), our goal is for a supervision experience with us to increase a practitioner's value in the field of ABA by providing them with mentorship and coaching in Organizational Behavior Management (OBM) practice.



## Using Science to teach the Science

Using the science that we teach and apply in our work, we have developed a targeted curriculum based upon the BACB task list. We strive to create professionals that can consult as external change agents, as well as internal champions of behavior analysis applied to the world at work, or what we affectionately call the role of the Chief Motivating Officer.

[info@chiefmotivatingofficers.com](mailto:info@chiefmotivatingofficers.com)



## Dissemination and Education

In a recent job analysis released by the Behavior Analysis Certification Board, only 34 BCBA's out of over 7,000 certificants surveyed reported their practice area as OBM. Our goal is to be a catalyst to increase that number through our services and outreach, and through partnerships with organizations like your's.

## WHY SHOULD YOUR ORGANIZATION BECOME A CMO AFFILIATE?



### INDIRECT/ UNRESTRICTED HOURS

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#### Struggling with the 50/50 supervision rule from the Board?

It is sometimes a struggle for organizations to meet the BACB requirements for unrestricted hours (and it will be even harder in 2022!). Our program is 100% unrestricted activities, allowing them still create value in your business.



### VALUE-ADDING SERVICES

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#### Want to shape up your business documentation and processes?

As a business owner, you are pulled in so many different directions. A CMO supervisee can help you refine and button up organizational documentation and processes, passing on the benefits directly to your clients!



### TACKLE TOUGH PROJECTS

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#### Nagging business issues keeping you awake at night?

Nightmares about turnover issues, failing recruitment efforts, insurance billing dollars left on the table, dissatisfied employees and clients... It's time to wake up and create your dream organization with help from OBM.



### DEVELOP INTERNAL OBM TEAMS

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#### Can't afford expensive business consultants?

Consultants doing similar work to our supervisees charge thousands of dollars per day. We can provide mentoring and coaching to your internal team at a fraction of the cost, and leave them with the tools and experience to do even more!



### ATTRACT NEW EMPLOYEES

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#### Need an edge over the other ABA companies hiring in your area?

The job market in human services is super competitive. By offering an OBM supervision experience in your business, you can attract high-quality employees (and have systems put in place to keep them happy for years to come!)



### REDUCE CLINICIAN BURNOUT

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#### Are your clinicians fatigued from constant direct care tasks?

Constant clinical work can take a toll on employee motivation and engagement. Task variation can help! Breathe new life into your workforce by allowing employees to participate in special OBM projects, and decrease clinical burnout.

# WHAT WILL OUR SUPERVISEES DO?

The possibilities are endless!

We are driven by creating supervision experiences that deliver results for your business and for your employees and clients.

From day one, our supervisees will be learning and engaging in OBM activities within your organization, for the ultimate benefit of your organization. A few of these areas are highlighted below, but this is in no way an exhaustive list. There is so much we can do for you, and we'd love the chance to help.



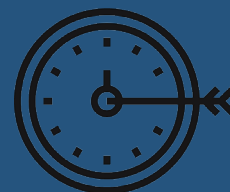
## BEHAVIORAL SYSTEMS ANALYSIS

Get a deep analysis of your business, inside and out, and learn what's working and what could change.



## TRAINING AND DEVELOPMENT

Develop and improve trainings for staff members, with assessments and evaluations.



## PROCESS IMPROVEMENT

Create process maps for important business functions and help resolve inefficiencies.



## EMPLOYEE ENGAGEMENT

Feedback, incentives, and reinforcement systems, increasing retention and satisfaction: nothing is off limits with us.



## BUSINESS DOCUMENTATION

Establish org charts, job descriptions, task analyses, procedures, training manuals and more



## SPECIAL PROJECTS

You can help shape your staff member's projects to encompass nearly any issue! We are completely open to meet your needs.



Worried about employees having access to sensitive information? Or our supervisors sharing your secrets? Have no fear.

1. Supervisees will not have access to any data or information you don't want them to. We can give them hypothetical financials, for example, to ensure they can analyze these types of data. We will only do what you are comfortable with!
2. Each CMO supervisor signs a Non-Disclosure agreement with their Affiliate site, and your organizational information is treated with the similar security as we would do with clinical clients. Again, your comfort is a top priority!

# AFFILIATE OPTIONS FOR BUSINESSES

How it gets done!

Being a CMO Affiliate is, first and foremost: **Absolutely free.** You'll be featured as an Affiliate online, and could see all of these advantages at no cost.

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## SILVER LEVEL: SELF-FUNDED

Our program was initially designed to be funded by the supervisees, as is the structure of most remote supervision programs. As a Silver Level Affiliate, you have the option to simply refer your supervisees to us to self-fund their OBM experience at a discount from our regular supervision rate, which is already very reasonable for the market. Additionally, you will be featured on our website, and we will refer potential self-funding supervisees to you as well!

## GOLD LEVEL: SPONSORED

That being said, we would prefer for organizations to see value in their employees and the potential benefits of being an Affiliate, so organizations can also choose to sponsor their current employees to be part of our program (also at a discounted rate). Gold Level Affiliates will also receive other benefits including private group supervision meetings, which can be open to other staff members as well!

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## CLINICAL/OBM HYBRID

For human service settings, it is highly likely that even your potential OBM supervisees will be expected to do clinical work. We will happily split the supervision time between your internal supervisors and collaborate with them to ensure your supervisees receive the highest quality experience possible. This will also reduce the cost of supervision for both Silver and Gold Level Affiliates. The possibilities are endless!

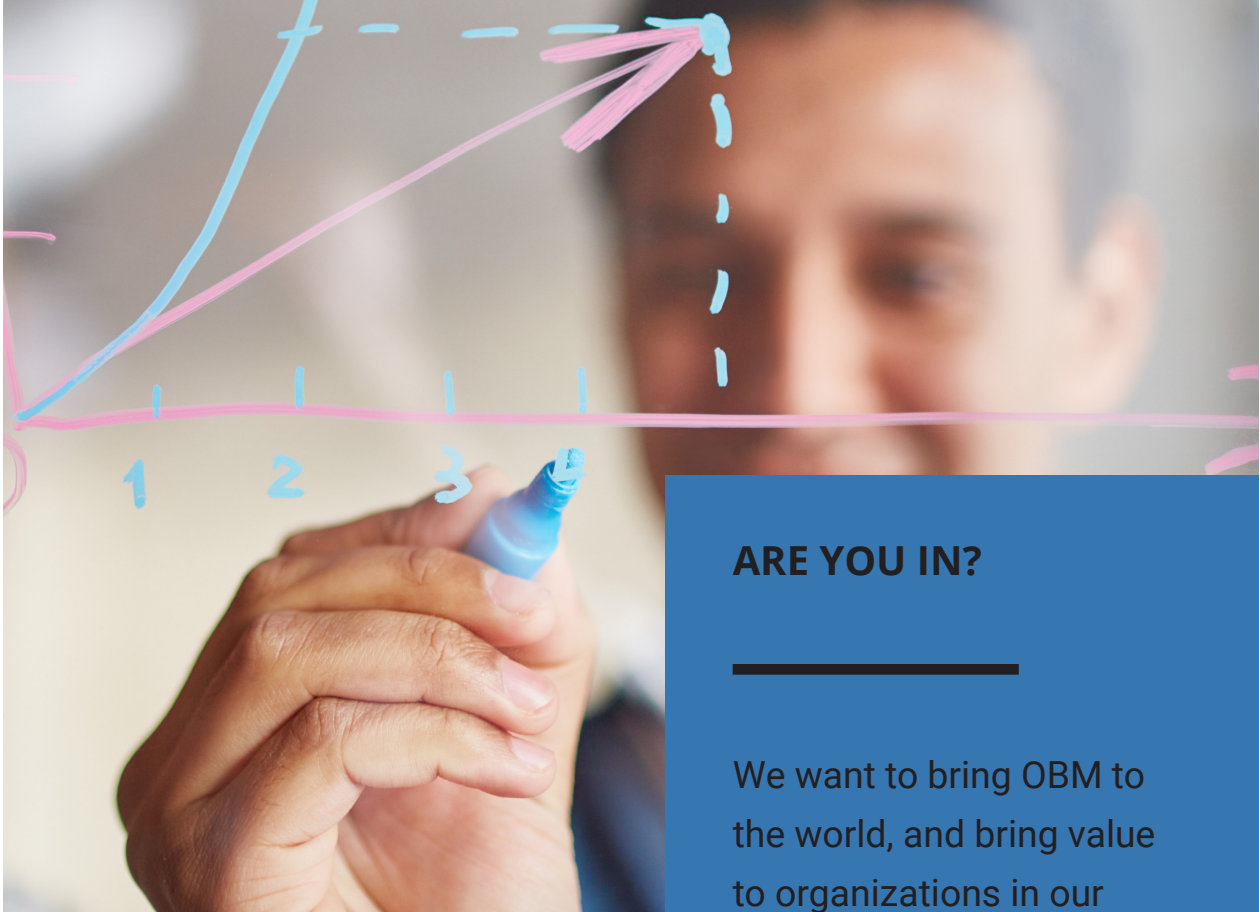
**CHIEF MOTIVATING OFFICERS, LLC**

## PURE OBM

For non-clinical sites, or clinical sites that approve an OBM-only supervisee, we have "pure OBM" options available, which prepare supervisees as internal consultants for your organization. These individuals are ideal as potential human resource managers, helping run business operations, managing and motivating employees, and understanding the field better than external folks.

[www.chiefmotivatingofficers.com](http://www.chiefmotivatingofficers.com)

# JOIN THE CMO REVOLUTION



## ARE YOU IN?

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We want to bring OBM to the world, and bring value to organizations in our field. We hope you'll help.

**Contact us:**

**[info@chiefmotivatingofficers.com](mailto:info@chiefmotivatingofficers.com)**



ABA practitioners, and the human service organizations that they serve, are doing amazing things for the special needs community, for individuals with Alzheimer's or traumatic brain injury, in schools and in communities far and wide. This important work is absolutely invaluable, and proves the power of the science of human behavior in action.

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Our hope is that you also see the power of the science applied within these practice areas to influence, motivate, and help businesses thrive and grow. Become an affiliate today, and support the expansion of behavior analysis in OBM.

The CMO Affiliate Program