

Heather R. Hayes, M.Ed., LPC, BRI II
Curriculum Vita

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PRESENT POSITION

Consultant, Therapist, Interventionist, Educational Consultant

EDUCATION

1986 Master's Degree in Counseling Psychology, Antioch New England,
College, Keene, New Hampshire
1986 Internship New England Memorial Hospital, Boston, MA
1985 BA with Honors in Psychology, Emory University, Atlanta, GA

PROFESSIONAL AFFILIATIONS

- Network of Independent Interventionists, President
- Licensed Professional Counselor, State of Georgia 1992
- Independent Educational Consultants Association (IECA)
Professional Member
- Certified Hostage Negotiator
- International Association of Hostage Negotiators
- Illinois Alcohol and Other Drug Abuse Professional Certification
Association, Inc., Board Registered Interventionist II (BRI II) 2006
- Southeastern Psychomotor Society, former board member
- American Psychological Association
- International Association of Hostage Negotiators (IAHN)
- Master Addiction Counselor, 1996-2000
- National Certified Addiction Counselor Association, 1991-2000
- Certified Addiction Counselor, 1988-2000
- Former Member, Advisory Board, Alcohol and Drug Education
Committee, Emory University
- NAADAC
- EAGALA Level II Equine Assisted Psychotherapy
- International Family Therapy Association
- PRISM Awards voting committee
- National Association of Therapeutic Schools and Programs
(NATSAP) Member

PROFESSIONAL EXPERIENCE

Counselor/Therapist/Interventionist/Educational Consultant 1987 to Present

Private Practice, Atlanta, GA

Individual, group, couples and family therapy, specializing in working with adults and adolescents with Addictive Disorders, Eating Disorders, Bi-polar and other Brain Disorders, Post Traumatic Stress Disorder, and Dissociate Disorders. Assessment and Treatment of Alcoholism and Drug Addiction, Domestic Violence, Shoplifting, Victims of Battering and Child Abuse. Expert Witness Testimony and Program Evaluation available. Intervention work since 1986, trained in the Johnson, Family Systemic, and ARISE models. Specializing in high profile interventions as well as young adult/adolescent, eating disorder, and clinically challenging cases. Placement of adolescents and young adults in with specialty needs in treatment and therapeutic boarding schools.

Hostage Negotiator and Psychological Profiler

2001 to Present

Forsyth County Sheriffs Department S.W.A.T. and Hostage Negotiation Team, including training at the Federal Bureau of Investigation and training by NYPD former Detective Dominick Misino and Dr. Hugh McGowan. Member of the team includes training and assisting on call outs.

Georgia Institute of Technology

2001 to 2005

Developed and implemented Drug and Alcohol Intervention Program for students, in conjunction with Dr. Robert Margolis.

Consultant/Therapist:

Talbott Recovery Center, College Park, GA

1991 to 1995

Individual and group psychotherapy with adult and young adult patients on a consultation basis was including an ongoing Abuse Survivors Program.

Georgia Alcohol and Drug Associates P.C., Atlanta, GA

1991 to 1995

Individual and group psychotherapy with adult and young adult patients on a consultation basis.

Counselor**Anchor Hospital/Anchor Recovery Team**, College Park, GA**1988 to 1991**

Member of a multi-disciplinary treatment team for a young adult outpatient chemical dependency unit. Responsible for leading didactic, therapy, Twelve Step and Chemical dependency process groups, individual counseling, and case management. Involved in outreach by providing lectures and training. Assisted Medical Director on various projects including development of treatment program and publications. Responsible for development of Abuse Survivors Tract and treatment of adult and adolescent female patients with Post Traumatic Stress Disorder and abuse issues.

Group Therapist**Ridgeview Recovery Center**, Atlanta, GA**1987 to 1988**

Directed delivery of therapeutic services in an intensive fifteen week, outpatient chemical dependency treatment Program. Developed and facilitated open-ended group therapy sessions, aftercare groups, co-dependency groups, Female sexuality groups and Twelve Step groups. Involved in marketing and community outreach by providing Assessments and intervention services as well as lectures. Co-developed women's program and worked on implementing children's program. Conducted in-service training.

Counselor**Nashua Brookside Hospital**, Nashua, NH**1986 to 1987**

Member of multi-disciplinary treatment team on an adult chemical dependency unit. Completed chemical dependency assessments and evaluated patients. Formulated treatment plans, facilitated group and individual therapy, led didactic groups and was responsible for continuing care plans. Lead hospital in-services, community lectures and training.

Adjunct Faculty**New Hampshire Technological Institute**, Concord, NH **1986 to 1987**

Supervised interns in group and individual therapy formulated treatment plans, patient orientation, case management, and crisis intervention and chemical dependency assessments.

Counselor**Addiction Treatment Unit**, New England Memorial Hospital, Stoneham, MA**1986 to 1987**

Member of multi-disciplinary treatment team on adult and adolescent chemical dependency unit. Responsible for case management, development of treatment plans, chemical dependency education, and

group, family and individual therapy. Worked as a member of the treatment team under supervision of Program Director, Program Coordinator, Psychiatrist, and Nurses. Full-time position also served as graduate school internship.

Clinical Assistant

Alcohol and Drug Resource Center, Inc., Atlanta, GA **1985**

Initial responded to clients, staffed the hotline and worked with clinical records during summer break between Undergraduate and graduate studies.

Clinical Assistant

Ridgeview Institute, Atlanta, GA **1983 to 1985**

Adolescent and chemical dependence unit

Research Assistant

Emory University (Department of Psychology), Atlanta, GA 1984

Administered tests to children and adolescents as part of a study of a study of cognitive development, directed by Dr. I. Jay Knopf.

Group Therapy Co-Leader

Dekalb Addiction Center, Atlanta, GA 1984

Co-directed a group therapy session with a licensed psychologist (Dr. Tom Butcher) working with recovering drug addicts and alcoholics.

Research Assistant

Georgia State University, (Department of Psychology) Atlanta, GA

1983

Coded conventionalized routines in infants as part of a study directed by developmental psychologist, Lauren Adamson.

Counselor

New Freedom Lodge, Atlanta GA 1983

Led groups, art and recreational therapy for chemically dependent adolescents. Had supervisory responsibilities for the female patients.

PUBLICATIONS

Hayes, HR, & Owens, DJ. (In Press) The History of Medical and Psychiatric Drug and Alcohol Abuse Interventions. In JE Lessenger and GR Roper (Eds.) Drug Courts: A New Approach to Treatment and Rehabilitation. Sprenger.

Hayes, HR & Queler, J. (2007). The Social Consequences of Drug and Alcohol Abuse. In JE Lessenger and GR Roper (Eds.) Drug Courts: A New Approach to Treatment and Rehabilitation. Sprenger

Hayes, HR & Emshoff, JE (1993). Substance Abuse and Family Violence. In R. Hampton, T. Gullotta, G. Adams, E. Potter and R. Weissberg (Eds.) Special Issues in Children's Lives: Family Violence. California: SAGE Publications.

Morrison, MA, Knauf, KJ, and Hayes, HR: A Comprehensive Treatment Model, Alcoholism and Addiction. Vol.9, No. 5:12-17, Nov 1989.

Morrison, MA, Hayes, HR, and Knauf, KJ: Progression of Chemical Dependence and Recovery in Adolescents, Psychiatric Annals. Vol. 19, No. 12, 666-671, Dec 1989.

Morrison, MA, Knauf, KJ and Hayes, HR: A Comprehensive Treatment Model for Chemically Dependent Adolescents (Expanded Version), Part I, Professional Counselor. Vol. 4, No. 4, 52-54, Jan-Feb 1990.

Morrison, MA, Knauf, KJ and Hayes, HR: A Comprehensive Treatment Model for Chemically Dependent Adolescents (Expanded Version), Part II, Professional Counselor, Vol.4, No.4, 49-53, Mar-Apr 1990.

Hayes, Heather R.: "Treatment of Chemically Dependent Survivors", GA Council of Child Abuse Newsletter, Vol.1, No.4, April 1990.

Morrison, MA, Hayes, HR, Kelly, JM: "Helping the Addicted Adolescent", Medical Aspects of Human Sexuality Journal Vol.24, No.5, NY, April 1990.

WORKSHOP PRESENTATIONS

Summary of topics presented Nationally and Internationally:

- Substance Abuse and Family Violence
- Teen Depression and Teen Suicide
- Dynamics of the Chemically Dependent Family
- Surviving a Child with an Eating Disorder
- Treating the Chemically Dependent Adolescent with an Eating Disorder

- Hartman National Conference on Children and their Families, New London, CT., 1993.
- Codependency Treatment Week
- Keynote Speaker, personal recovery story.
- Fulton County Board of Education, Drug Prevention Curriculum Training, Atlanta, GA
- Adolescents and Addiction
- Women and Addiction Issues.
- School Student Drug Education Series
- College Student Educational Series.
- Keynote, Women in Recovery Retreat, Eatonton, GA April, 1991.
- MetroRESA High Risk Youth Training Course, Atlanta GA,
- NW GA Regional Educational Services Agency Training
- Medical Assoc. of GA Teen Conference, Atlanta, GA,
- Community Education Series on CD/Codependency/emotional boundaries Staff Development, Behavioral Medicine Unit, Emory University Hospital, Atlanta, GA
- Drugs and addiction training program, Resident Assistants, Emory University, GA Tech, Atlanta College of Art, Atlanta GA.
- Training seminar, hotline staff, Parents Resource Inst. For Drug Education (PRIDE).
- Presentations, Alcohol & Drug education, Atlanta area high and junior high schools.
- Employee Assistance Program educational lectures, Emory University. Atlanta, GA.
- Prescription Drug Abuse
- Intervention
- National Rural Institute on Alcohol and Drug Abuse, June 2006
- Moment of Change, Intervention Conference, West Palm Beach, Florida, October, 2006
- Women's Symposium, Betty Ford Center and CARON Foundation, "Women's Intervention", Palm Springs, CA, October, 2006
- Adolescent/Young Adult addiction and Co-occurring Disorders, Northwest Academy, Bonner's Ferry, Idaho, April, 2007
- Women's Symposium, Betty Ford Center and CARON Foundation, "Women's Intervention", Philadelphia, PA April, 2007
- CAADE Conference,, "Women's Intervention", Primm, Nevada, April, 2007.
- US Journal Conference on Intervention. The following presentations: "Women's Interventions", "Interventions with PTSD and Trauma Survivors", "Intervening on Young Adults and Adolescents", and "Intervention on Psychiatric and Co-occurring Disorders" Las Vegas, Nevada, May, 2007.

- National Rural Institute on Alcohol and Drug Abuse, June 2007
- Labor Assistance Program. "Women's Intervention." Las Vegas, NV, August 2007.
- Cape Cod Symposium on Addiction, "Women's Intervention." Hyannis, MA, September 2007.
- Moment of Change, "Adolescent and Young Adult Intervention." West Palm Beach, Fl, October, 2007
- Pre and post treatment of women, Palm Springs, CA. November 14-16, 2007.
- ARISE Training, New York City, New York. May, 2008
- Moment of Change, "ARISE Intervention" and "Women's Issues in Intervention, Santa Monica, CA. October, 2008
- US Journal Conference on Intervention. "Intervention with Trauma survivors" and "Intervention with young adult/adolescents." March, 2009.
- Seasons Recovery, "History of Intervention." May, 2009
- Moment of Change, "Intervention and treatment of co-occurring disorders." West Palm Beach, September 2009.
- Family Systemic Intervention, three day training with Wayne Raiter, St. George, Utah. October, 2009
- History of Intervention, Training with Dr. Ernest Rossi. Malibu, California November, 2009
- Ethical Issues in Intervention, Foundations Recovery Center, Roswell, Georgia, February 2010.
- Family Systemic Intervention, three day training with Wayne Raiter, Malibu, California March, 2010
- ARISE Training, with Dr. Judith Landau New York City, New York. June. 2010.
- ARISE Training, with Dr. Judith Landau, Atlanta, Georgia. November, 2010.
- ARISE Training, with Dr. Judith Landau Dallas, Texas. January, 2011.
- West Coast Symposium on Addictive Disorders, Palm Springs, CA. Pre-Conference: "The ARISE Intervention: Engaging young Adults and their Families into Treatment and Long Term Recovery." Presented with Dr. Judith Landau. June 2-5, 2011.
- ARISE Training, with Dr. Judith Landau, NYC, NY July, 2011.
- Power, Fame and Recovery, Palm Beach, Florida. "Growing Up in the Spotlight: The Challenges of Recovery." September 2011.
- Lifestyles Intervention Conference, Las Vegas, NV. "Obesity in Adolescents and Young Adults: Family Intervention and Healing." September, 2011

- Systemic Family Intervention training with Wayne Raiter, MA. Nashville. TN. October, 2011
- ARISE Training, with Dr. Judith Landau, Savannah, GA. December 2011.
- Training for Forsyth County Sheriff's Office, "Mental Health Issues Including Suicide, PTSD, Mood and Psychotic Disorders." 2012
- Training for Forsyth County Sheriff's Office, "Communication Styles and Skills." 2012
- Freedom and Recovery Conference. "The Role of the Mental Health Professional with Hostage Negotiation and SWAT Call Outs." San Diego, CA. April 2012.
- Lifestyles Intervention Conference, Las Vegas, NV. "Anti-Social Networking: Saving Our Kids from the Web, Themselves, and Information Overload." October 2012.
- CAADAC Conference, San Diego, CA. Clinical Aspects of Hostage Negotiation." October 2012.

- **International Conferences in 2005 include:**
 - Heidelberg, Germany-Milton H.Erickson Foundation Rottenwiell
 - Crossroads Antigua
- **International Conferences in 2006 include**
 - UKESAD- London
 - Intervention Training, London, England, UK - November 15-16
- **International Conferences in 2007 include:**
 - Intervention Training, London, England, UK - November 26-27
- **International Conferences in 2008 include:**
 - International Family Therapy Association Annual Conference, Porto, Portugal - "Adolescent Addiction, New Directions in Family Healing." March 26-28.
 - UKESAD, London, UK "Intervention" May.
 - New Perspectives on Addiction Conference, Nanaimo, British Columbia, Canada – September.
- **International Conferences in 2009 include:**
 - Kindertagung Erikson Child and Adolescent European Conference. Heidelberg, Germany – October.
 - "Systemic Family Treatment and Eriksonian Paradoxical Intention in the Treatment of Addicted Adolescents and Their Families." March 11-14.
- **International Conferences in 2010 include:**
 - International Family Therapy Association Annual Conference. Buenos Aires, Argentina. "Working with the Families of Adolescents." March.

- **International Conferences in 2011 include:**
 - International Family Therapy Association Annual Conference. The Netherlands. “Young Adult/Adolescent Addiction: Hope for Family Healing.” March 30-April 2.
 - German/Nepalese Medical Conference. Kathmandu and Pokhara, Nepal. “Addiction and Trauma” and “The Brain Chemistry of Addiction.” May.
- **International Conferences in 2012 include:**
 - Lifeworks Community Lecture series. London, UK “Healing from multiple issues in recovery.” April.
 - UKESAD, London, UK “Intervention with Psychiatric and Co-occurring Disorders.” May.

Media

- NEC TV documentary on cocaine and adolescents
- Gannett Broadcasting, "Women, Drugs and Alcohol" aired nationally
- Griffin-Spalding Anti-Drug Commission TV Program
- Gannett Broadcasting, "Teenagers and LSD" aired nationally
- “Inhalants” aired nationally including Inside Addition 2004
- “Methamphetamine,” CWKNetwork, Inc. 2005
- “Adderal and College Kids,” CWKNetwork, Inc. 2005
- “Tricks kids use to hide drugs,” (part 1 & 2) CWKNetwork, Inc. 2005
- “College Drinking,” CWKNetwork, Inc. 2005
- "Women more vulnerable to Substance Abuse," CWKNetwork, Inc. 2006
- "Salvia," CWKNetwork, Inc. 2006
- "Dextromethorphan," CWKNetwork, 2007
- "Teenage Binge Drinking," CWKNetwork, Inc. 2007
- "Salvia" WAGA Fox 5 Atlanta, 2007
- "Legislation to Illegalize Salvia" WAGA Fox 5 Atlanta, 2007
- "Town Hall Meeting Addresses Drug Use Among Kids" WAGA Fox 5 Atlanta, 2007
- "Heather Hayes" DCI Communications, 2007
- News Spots on local CBS, FOX, NBC, and ABC affiliates on addiction and therapeutic boundaries, 2008
- "Intervention" MTV August, 2009
- HLN/CNN Issues With Jane Velez Mitchell – Consulted on celebrity addiction news (Lindsay Lohan). July 2010
- "Teen Drinking" 11 Alive morning show, August, 2009.
- Fox I-Team, Interview on counseling ethics. Aired October, 2010.
- HLN/CNN Prime News, Interview about profile of preschool

- shooting suspect. Aired November 2010.
- HLN/CNN Prime News, consulted on celebrity addiction news (Amy Winehouse). July 2011.
 - Developing original show concept with Splitty Splitty Productions and Relativity Real. Current.