

## Invited Presenter

OBM;

### Using Evidence-Based Kernels to Create Nurturing Environments in Groups and Organizations

Chair: Julie M. Slowiak (University of Minnesota Duluth)

MAGNUS JOHANSSON (Oslo and Akershus University College for Applied Sciences)



Magnus Johansson is a licensed psychologist, former CEO of a private care organization, and for the last 9 years he has been working as a consultant, primarily with leadership and group/organization development using Organizational Behavior Management and Contextual Behavioral Science. Clients include private and public sector organizations with a very wide variety of types of business. During the last two years Magnus has collaborated with Leif Andersson to develop and deliver a time-efficient management training intervention for the Swedish Migration Agency. Magnus has also done work on

cultural adaption and pilot testing of the PAX Good Behavior Game in Sweden, as well as being involved in the ProSocial project ([www.prosocial.world](http://www.prosocial.world)). He has recently initiated a research project at the Oslo and Akershus University College of Applied Sciences, aiming to develop behavioral measures of Nurturing Environments in groups and organizations, and to investigate the effects of multi-tier and multi-level interventions to improve nurturance, using the concept of evidence-based kernels.

**Abstract:** Creating work environments that allow humans to thrive and be healthy over time, while also collaborating to increase efficiency in their work is a challenge for any kind of organization. Developing key skills and behaviors that become a natural part of the day to day work is a challenge for every behavior change consultant. An evidence-based kernel is a behavior–influence procedure shown through experimental analysis to affect specific behaviors (Embry & Biglan, 2008). Existing evidence shows that a variety of kernels can influence behavior in context, and evidence suggests that frequent or sufficient use of some kernels may produce longer lasting behavioral shifts. Nurturing Environments (Biglan, Flay, Embry & Sandler, 2012; Biglan, 2015) describes key areas in evolving a healthy culture: minimizing toxic social conditions, increasing reinforcement of prosocial behaviors, limiting problem behaviors, and promoting psychological flexibility in the pursuit of one’s values and goals. This presentation will show how these concepts, coming from research in prevention, can be applied in various ways in non-clinical contexts, with special focus on organizations, groups and communities.