



Pre/Post Adoption Consulting and Training  
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Dear Client,

Welcome to Pavao Consulting and Coaching (PCC) and  
Pre/Post Adoption Consulting and Training (AACT).

Enclosed you will find information about AACT & PCC, the services we offer, payment procedures, and privacy.

At a fundamental level, AACT's mission is to help children feel safe, seen, and valued, and to help them adjust to the challenges of being, or having been, moved from one family to another.

Many of the children that AACT serves have spent years in various foster homes, orphanages, residential centers, or hospitals. AACT constructs, reconstructs, refurbishes, and restores families.

Dr. Joyce Maguire Pavao understands the interactions and needs of complex blended families and provides the skills, tools, and understanding required to build stronger and healthier families.

*AACT believes that the need to honor connections is an essential part of family life.*

Established by Dr. Joyce Maguire Pavao over 45 years ago, AACT (formerly known as PACT) is an educational and clinical resource center that addresses the developmental, structural, and systemic issues related to adoption, foster care, kinship care, divorce and other complex blended families<sup>1</sup>. AACT serves individuals and families affected by adoption and foster care, as well as the people with whom they are connected, by offering training, education, advocacy and clinical treatment. This approach provides intensive support and a sense of continuity, while understanding the needs and uniqueness of your family. You will gain from the years of experience and the expertise of our network of skilled professionals.

AACT services include:

- Consulting and Coaching for families and individuals
- Trainings and workshops for professionals, groups, agencies,

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<sup>1</sup> What do we mean by "complex blended families?"

- *Root families* are families where the mother and father who gave birth to the child are also parenting the child together.
- *Complex families* are every other type of family structure.
- *Complex blended families* are a blending of many families by adoption, fostering, kinship care, remarriage, or alternative reproductive technologies.

and people who live in the world of adoption

- Consulting and Supervision for professionals
- Ongoing therapy for young adults, adults, couples, and assessments for children.
- Couples therapy and parent coaching.
- Support with Search and Reunion and with Opening Closed Adoptions and facilitating Connections.

AACT new client procedures:

- You contacted AACT to inquire about our services and received this packet.
- We will email you to schedule and complete a phone intake with you. During the phone intake, we will ask about your presenting concern, draw your family genogram (like a family tree), explain our billing policies, and answer any other questions you may have.
- Following the intake, we will help you schedule an appointment with Dr. Pavao.
- **Initial consults are always adults only.**

**AACT Trainings** (for more information, email: [eakinnect@gmail.com](mailto:eakinnect@gmail.com))

### **Post Adoption Competency Training**

*For clinicians and other adoption-related professionals*

Cambridge and NYC

Using lecture, videos, classroom discussion, and consultations, this seven-month program is designed to help therapists develop the clinical sensitivity, and more important, competency needed to treat the mental health problems of children who come from a background of abuse and neglect and who are being raised in a family other than the birth family. The course emphasizes the development of a framework of understanding about the complexity of being a child or adult in a family by adoption and the therapeutic skills that will enable practitioners to work at the individual, couples, group, and family levels of clinical practice. Woven into each class is the impact that trauma, separation and loss – as well as multiple moves – can have on children's development and wellbeing.

### **Advanced Clinical Consultation**

*For clinicians and other professionals working with complex blended families*

Cambridge and NYC

This program offers consultation, supervision and training for mental health professionals in specialized theories and practices for working with all members of the adoptive triad, including birthparents, adoptive parents, and the adopted persons. The primary objective of this consultation/supervision program is to allow therapists who have taken the courses in adoption therapy and have a clear understanding of the many dimensions of systemic view one must have to work with the entire constellation of adoption to apply, develop, and explore their clinical knowledge.

**Pavao Consulting and Coaching** offers consulting on family and family business matters and coaching for professionals and parents. In addition to expertise in adoption and child welfare, Dr. Pavao is well versed in couples therapy, family therapy and work with individuals.

Her intuitive feel for the subtleties of human interactions is illuminated by a sophisticated, theoretical understanding of what motivates individuals, and how their behavior affects the larger system, organizational culture, and their daily performance. Drawing on a variety of disciplines and experiences, she has developed an approach for helping clients deal with a range of challenges.

She believes that Executive Coaching should be freeing, tapping into the client's sense of independence, emotional intelligence, personal control, and joy in life. Dr. Pavao's mantra for you – whether you are CEO of a corporation or Director of your family, family business, or a department-

**“Coaching YOU, is guiding you to success and insuring that you are performing or striving to perform, at your very best in all aspects of your life.”**

**Dr. Joyce Maguire Pavao**

In addition to her work as a Lecturer in Psychiatry at Harvard Medical School, and her individual coaching and consulting, Dr. Pavao’s corporate clients have included many, and may be made available with her CV upon request.

**Specialties**

I am an Executive Coach with a consulting practice in Cambridge, MA. Drawing on a wide range of academic disciplines, including psychology, developmental psychology, adult learning, conflict management, family systems, child welfare, communication, organizational development, and leadership, I can help you to identify alternative sources of wisdom, such as spiritual traditions and the self-help and human potential theories, and to bring a range of specialized approaches, from narrative and cognitive behavioral coaching to cognitive coaching for executives, parents, athletes, artists, musicians and young adults and teens who are in need of identity focus and framing.

*My favorite specialty is coaching family connections in open adoption and reunions in adoption, foster care, kinship care, guardianship, alternative reproductive technologies, step-parenting and all complex blended families.*

Thank you for your interest in AACT and PCC, and we look forward to working with you.

Sincerely,

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