

# DESCRIPTION OF PROGRAMS



**ARIC BOSTICK**

ATTACHMENT-INFORMED  
LEADERSHIP  
SPEAKER & TRAINER

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**PROGRAM DESIGNED FOR:** Convocations, Professional Development In-service Days, Conferences

**TARGET AUDIENCE:** Educators, School Counselors, Paraprofessionals, Substitute Teachers, College and Career Readiness Coordinators & Directors

**PRESENTATION LENGTH:** 2.5 - 3 hours

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## PROGRAM DESCRIPTION

The longitudinal research on child development clearly demonstrates that one of the very best predictors for how any child turns out – in terms of happiness, social and emotional development, leadership skills, meaningful relationships, and even academic and career success is whether they developed security from **having at least one person who showed up for them.**<sup>1</sup>

### I. Secure Base and Safe Haven Schools starts with *Secure Attachment*

- **Attachment Theory 101**

*The science is quite clear - we develop emotional and social intelligence through the security of our attachment relationships.*<sup>1</sup>

**Attachment theory** is the science of the development and quality of relationships. Attachment theory is among the most influential theories in psychology. The theory is centrally concerned with cognitive-affective processes of “attachment,” defined as the human propensity to seek and develop affectional bonds to particular others.<sup>2</sup>

The human attachment system is an inherent, biological, and natural process that relates to everything we do in life, especially when it comes to our relationship to others.<sup>3</sup> This includes relationships with leaders, coworkers, mentors, and the organization as sources of social support and membership.<sup>2</sup>

- **Benefits of Secure Attachment**

- Secure attachment increases children’s lifelong satisfaction and happiness.
- Secure attachment optimizes their sense of identity, the quality of their relationships, their academic and career success, and even how their brains develop.
- Put simply, when kids are securely attached to their caregivers (parents, educators, school leaders), they have much greater opportunity to thrive – in school, in relationships and in life.<sup>1</sup>

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<sup>1</sup> Siegel, Payne-Bryson, (2020). *The Power of Showing Up*

<sup>2</sup> Yip et al, (2018). *Attachment Theory at Work*

<sup>3</sup> Poole-Heller, (2019). *The Power of Attachment*

<sup>4</sup> Victoria Grady, (2020). *Workplace Attachments*

- **How to be a *Secure Base* and create a *Safe Haven* school environment**

The father of Attachment Theory, John Bowlby, stated, “The concept of a **secure personal base** is one I have come to regard as crucial for an understanding of how an emotionally stable person develops all through his life” (Bowlby, 1988, p. 46). An attachment to a **secure base** provides a launching pad for behaviors and explorations and in many ways is the organizational work horse creating individual growth and innovation (Giuliani, 2003). It is formed in association with the provision of a **safe haven** by creating a zone of comfort and security for the individual and serves as a resting place when the individual returns from a period of exploration.<sup>4</sup>

II. **How to Show Up**

What children need –*to be Safe, Seen, and Soothed*

What adults need – *to be Heard, Understood, Acknowledged and Accepted*

- **What Showing Up Looks Like**

When a caregiver predictably (not perfectly) cares for a child, that child will enjoy the very best outcomes, even in the face of adversity. Predictable care that supports a healthy empowering relationship embodies the **Four S’s**.<sup>1</sup>

1. **Safe** - protected and sheltered from harm
2. **Seen** - they know you care about them and pay attention to them
3. **Soothed** - they know you will be there for them when they are hurting
4. **Secure** - based on the other S’s, they trust you to predictably help them feel “at home” in the world, then learn to help themselves feel safe, seen and soothed.

- **Benefits of Showing Up**

When a child or adult experiences the Four S’s - **Safe, Seen, Soothed**, and **Secure** the neurobiological effect is an integrated brain<sup>1</sup>

- Their nervous system will be resilient and won’t stay in prolonged stress.
- Their approach to life will come from an assumption they are safe, and that love and relationships will be consistent and present in their lives.
- They can handle life’s inevitable difficult moments, leaving them feeling secure and at home in the world.
- They will know at their core, when they are hurting, and even when they’re at their worst, we will be there for them and that they are not alone.

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## ABOUT ARIC BOSTICK

Over the past 23 years, Aric has been an Education and Corporate Speaker and Trainer. He has spoken to over half a million people at conferences, events, and school districts from coast to coast. His audiences include students, educators, principals, superintendents and parents at School Districts and National, State, and Regional Education Conferences. He has also been an Employee Engagement Speaker for Corporations and Human Resources Conferences throughout United States and Canada.



During the course of his education career, as a High School teacher and coach, he created and led a student leadership club that was featured on television for its success. As a national speaker he created a summer leadership camp, an online professional development course for educators, an online college readiness program for students, and a college readiness curricula for students.

Building on a professional interest in leadership and relationships in the workplace, He has spent the last several years studying an attachment-informed approach to leadership, drawing on the work of some of the leading academics in this emerging area of leadership theory and practice.

### **Background**

Aric's 23 years in education and corporate leadership speaking and training can be seen as comprising three distinct phases:

**School teacher** (1998 to 2002) – During the first phase, starting in 1998, Aric learned what it was like to be a teacher and sports coach. During this time, he drew on his original teacher training, other specialist in-service training, and the support of more experienced educators and school leaders.

**National speaker** (2000 to present) – As a national speaker (*Aric's 'Fired Up'* program), he spoke to over half a million people (students, educators, HR Managers and corporate employees and executives) over an 18-year period. For this work, he drew on his own time in the classroom, an understanding of positive psychology (including CBT tools and techniques), and feedback from colleagues and clients. During this time, he became increasingly interested in the welfare of senior leaders in the corporate world and the welfare of school principals and superintendents in education, as well as the distinctive needs of educators in rural education settings.

**Leadership trainer** (2018 to present) – In 2018, Aric decided to combine his teaching and speaking experience with his interest in the welfare of education and corporate senior leaders, to create and start delivering a new range of training, based on the latest attachment and brain science (*Aric's Attachment-informed Leadership* program). Given his understanding of the distinctive needs of educational and corporate settings and their leaders (gained while working with them as a national speaker), he decided that he needed to strengthen the theoretical underpinning for his work. He did this by developing an understanding of modern attachment science (the quality and development of relationships over the life course), and interpersonal neurobiology (the neuroscience of attachment). During this time, he also started working with an attachment-informed leadership specialist.

## Client and Conference List

### National Education Conferences:

- Collaborative Conference for Student Achievement
- National Alternative Education Conference
- National Association Community Colleges Teacher Education Prep
- National Business Professionals of America Student Conference
- National Council for Community and Education Partnership Conference
- National Dropout Prevention Conference
- National Nutrition Conference

### State Education Conferences:

- Adolescent Symposium Conference
- Arizona State School Nutrition Conference
- Association of Texas Professional Educators
- California FFA State Conference
- California State School Nutrition Conference
- Fort Bend ISD Peer Assisted Leadership Conference
- Franklin Covey 'Leader in Me' event – Vicksburg, MS
- Georgia State Title 1 Conference
- Hawaii Teen Traffic Safety Conference
- Indiana State Student Council Conference
- Kentucky State School Nutrition Conference
- Maine School Nutrition Conference
- Montana State Title 1 Conference
- Northeast ISD Peer Assisted Leadership Conference
- Regional FCCLA Conferences held in Pennsylvania, Rhode Island, Arizona and Texas.
- Tennessee Head Start
- Texas Association of Secondary School Principals Conference
- Texas Career and Technical Education Conference
- Texas Essential Knowledge and Skills Conference
- Texas GEAR UP Conference
- Texas Higher Education Human Resources Association Conference
- Texas School Safety Center Conference
- Texas State FCCLA Conference
- Texas State Peer Assisted Leadership Conference
- Texas State School Nutrition Conference
- West Coast GEAR UP Conference
- West Virginia GEAR UP Conference
- West Virginia School State Nutrition Conference
- Wisconsin FFA State Conference

### Schools:

- Over 500 School Districts Nationwide
- Education Service Centers Nationwide

### Universities:

- Bacchus and Gamma Area 5
- Bacchus and Gamma Area 6
- Bacchus and Gamma Area 7
- Bacchus and Gamma National Conference
- Bloomsburg University
- California University of Pennsylvania
- Clarion University
- Colorado Collegiate Tobacco Prevention Initiative Spring Conference
- East Stroudsburg University
- Edinboro University
- Florida State University - Freshman Orientation Speaker for 22 nights

- Frostburg University
- Indiana University of Pennsylvania
- Kutztown University
- Lock Haven University
- Mansfield University
- Meeting of the Minds – Partners in Prevention Conference
- Millersville University
- Park University
- People to People Ambassador Student Leadership Program held at: Harvard, Stanford, UCLA, Johns Hopkins University and George Washington University with students from 60 countries
- Roger Williams University
- Shippensburg University
- Slippery Rock University
- Sonoma State University
- Stockton College
- Tarleton State University
- Texas State University
- University of Nevada Reno
- University of Pittsburgh at Bradford
- University of Texas
- Wells College
- Wesley College
- West Chester University
- Young Harris University

### Corporate Clients:

- Cellular Plus
- Cornerstone Credit Union
- Gold's Gym
- Houston Meeting Planners Association
- MedAmerica Billing Services
- Medical Management Association
- Meeting Planners International
- Mr. Rooter
- Practice Management Institute
- Society of Government Meeting Professionals
- South Florida Meeting Planners Association
- TransAmerica Investments & Insurance
- Travel Alberta Canada

### Human Resource Conferences:

- Alabama State Society of Human Resource Professionals
- Austin Human Resource Management Association
- Central Texas Human Resource Management Association
- Corpus Christi Human Resource Management Association
- Human Resource Southwest Conference
- North Texas SHRM
- Permian Basin SHRM
- South Texas HR Symposium
- Texas Association of Higher Education Human Resources

### Non-profit Clients:

- Child Care Associates
- Child Care Group
- Dallas Children's Medical Hospital
- Federal Bank Reserve of Chicago
- Pineland Behavioral and Developmental Disabilities
- United States Equal Employment Opportunity Commission – Fair Employment Practice Agencies – National Conference

## TESTIMONIALS

### Education Testimonials

*"At an elementary school, it seems impossible to engage a speaker that will be able to appeal to the wide range of ages, inspire the faculty and staff, and have a message so powerful that kids encourage their parents to bring them back to school to hear him again in the evening. However, that is exactly what happened when we spent a full day with Aric Bostick! The morning programs, the leadership workshops, and a family event, in the evening, left our students, staff and their families Fired Up! And ready to tackle this school year- and life- head on!"*

-Angela Kunkel, VP of Programs, Shafer PTA

*"In one word, Aric Bostick is: AWESOME. From his fast-talking, high-energy, get-you-moving, can't stop laughing antics to his real-life, personal, touching story about being "that kid," Aric Bostick is exactly who your school needs. Get ready to feel motivated, inspired and awesome."*

-Leslie Garza, Public Information Officer, Harlandale ISD

*"Aric's visit was truly inspirational for our students, staff, and parents. All of Aric's interactions with our community was genuine, energetic and just what we needed to spark the flame to FIRE US UP! Aric's words of encouragement are truly inspirational. His visit is one to remember! Thank you to you and all of Aric's team. He is LEGENDARY, and I know his team is too!"*

-Lesley Austin, Principal, Maypearl Jr. High School

*"Aric's presentation was so fabulous that I am still hearing staff comment on what an impact his presentation had on them professionally and personally. Our staff members are actually holding each other accountable for their attitudes and behaviors. We have never had a speaker have such an impact on our staff."*

-Tammy Lemoine, Assistant Superintendent of Curriculum and Instruction and Special Programs, Center ISD

*"Aric's presentation is life-changing and inspiring!! He is one of a kind!! The energy that he gives is contagious!!"*

-Vicki Guillory, Assistant Principal, Tisinger Elementary

*"Aric Bostick is honest, speaks from the heart, and connects on all levels regarding education! After his presentation many of our participants were moved to tears because they recognized things that they needed to change in both their personal and professional lives. If you need to be reminded about why you chose education as your career or WHY education is so important to our workforce and communities then you must invite Aric to your school or community event."*

-Kimberly Tobey, Director, National Association of Community College Teacher Education Programs (NACCTEP)

*"Aric presented as a keynote speaker to over 1,000 staff members in East Aurora School District 131 for a special Institute Day focused on staff wellness—body, mind, and spirit. His presentation was simply electrifying! This was not only due to his high-spirited approach to "fire up" the staff, but also due to his comprehensive preparation before the event. He spent several hours listening to an overview of the state of the District and the needs of the staff and seamlessly wove those ideas into a presentation that was unforgettable. Throughout the day, the staff lined up to speak with him, have their books signed, and to hear his additional words of wisdom. The shared sentiment was that Aric was one of the best presenters they have ever seen!"*

-David Brusak, School Improvement Director, East Aurora School District 131

*"Because Aric has been in the education field, he can relate to the teacher working in the classroom day in and day out. He knows the struggles and the blessing that go with this profession and he gives the teachers inspiration and motivation to continue to do what they love, making a difference in a child's life."*

-Diana Ferguson, Executive Director, TIVA

*"Aric became an instant hit with our child care teachers and staff. He has them "Fired Up" to greet our incoming preschoolers for the new school year. His presentation was lively, interactive and inspiring. Many staff stated that he changed their perspective and outlook on life."*

-Bob Duke, Child Care Associates - Interim President and CEO

*"Aric's genuine love for the educator community and his shared mission for what we all do comes across at every moment of his presentation. It's this passion more than anything that gets us all Fired Up!"*

-Johanna Hoyo, Gear Up Coordinator, Manor ISD Office of Federal Programs

*"Aric is so easy to work with! It was a very simple process to get Aric on our campus! I have never seen our employees so engaged with a speaker or with each other! Aric is what we needed!! We have heard from several employees who have said that Aric is the best guest speaker we have ever had!!"*

-Jenny Keener, HR Assistant, Western Nebraska Community College