



Consulting & Training Solutions



The Compass for Change

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**THE
COMPASS
FOR CHANGE**
Reimagining Behavioral Health

Our Mission

To reimagine the future of Behavioral Health by standing in the gap for individuals, providers and communities in crisis by providing human centered, trauma-informed solutions that set The Gold Standard for leadership, client care, and workplace culture to drive life changing transformation.

Why Choose Us



Personal Experience, Proven Expertise

With 30+ years of executive leadership in high-stakes industries and over a decade in behavioral health, I've witnessed firsthand the gaps in leadership, workforce resilience, and service delivery. I understand the immense pressure on behavioral health organizations—balancing client care, regulatory demands, and workforce well-being while navigating crisis after crisis. As a survivor turned advocate, I know the emotional toll of trauma and the power of healing, both for individuals and the professionals who serve them. Reimagining behavioral health isn't just a profession for me—it's personal.

The Gold Standard in Leadership & Workforce Solutions

The Compass for Change is more than a consulting firm—we are the prototype for transformational leadership, workforce development, and service excellence in behavioral health. We partner with organizations to implement trauma-informed, people-first strategies that elevate leadership, strengthen teams, and drive sustainable impact. We believe that when employees feel valued, equipped, and supported, they stay longer, perform better, and deliver superior care.



Why Choose Us



Our Approach: People-First. Mission-Driven. Results-Focused

We specialize in whole-person, trauma-informed leadership, ensuring that care, connection, and well-being extend beyond clients to the frontline staff, leaders, and administrators who make healing possible. By focusing on securing the mental health, emotional intelligence, and resilience of your workforce, we help organizations:

- ✓ Attract & retain top-tier talent
- ✓ Reduce burnout & costly turnover
- ✓ Optimize service delivery & increase treatment compliance
- ✓ Strengthen organizational culture & improve employee satisfaction

The direct tie between organizational well-being and client outcomes is undeniable—when teams thrive, clients heal, and communities transform.



Our Mission: Improving the Human Condition

Every initiative we lead, every strategy we implement, and every leader we train is guided by our mission:

To improve the human condition by cultivating an elevated culture of ethical leadership & transformative care in organizations that serve individuals and communities in crisis.

Our Results: We Deliver

- ✓ We cut costs by reducing turnover & burnout.
- ✓ We enhance revenue by elevating workforce performance.
- ✓ We solve the toughest organizational challenges by implementing sustainable, strategic solutions.



At The Compass for Change, excellence is not optional—it's the expectation.



Consulting Solutions



Elevate Your Workforce. Strengthen Your Culture. Transform Behavioral Health.

At The Compass for Change, we set The Gold Standard in behavioral health consulting by delivering strategic, trauma-informed solutions that empower leaders, optimize workplace culture, and elevate client care. People-first leadership isn't optional—it's the foundation of sustainable success.

We offer two high-impact consulting solutions tailored to meet your organization's specific challenges. Whether you're seeking an in-depth assessment and strategic guidance or a full-scale transformation, our expertise positions you for long-term success.

Why Choose the Compass for Change?


- ✓ 30+ years of corporate leadership, training, and performance management expertise.
- ✓ 10+ years of frontline behavioral health experience as a direct care provider and administrator.
- ✓ A people-first, trauma-informed approach to leadership, workforce wellness, and care delivery.
- ✓ Proven strategies to reduce burnout, improve retention, and optimize service excellence.
- ✓ Custom solutions that align people, values, and performance to create lasting impact.

Your workforce is your greatest asset. Invest in their well-being, leadership, and resilience today.

Investment varies based on organizational size and scope of engagement. Let's design the right solution for your team.

 **Contact us to discuss your needs and receive a customized proposal.**

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Consulting



What's Included

- ✓ Comprehensive Organizational Assessment – Evaluate leadership, workforce engagement, and service delivery to identify growth opportunities.
- ✓ Employee Engagement & Workplace Culture Review – Gain insight into employee morale, burnout risks, and workplace well-being.
- ✓ Strategic Action Plan – Custom recommendations to improve leadership effectiveness, streamline operations, and enhance client outcomes.
- ✓ Leadership Strategy Consultation – A one-on-one executive coaching session to help leadership teams implement solutions effectively.

iINSIGHT Consulting Solution

(Assessment & Strategy)

For organizations seeking expert analysis, strategic insights, and a clear action plan for improvement.

The iNSIGHT Solution is designed for organizations that want to identify key challenges, uncover operational inefficiencies, and receive actionable recommendations for long-term success. Through a deep-dive assessment and tailored strategy development, we provide the roadmap to align leadership, workplace culture, and care delivery with your mission-driven goals.



Perfectly suited for small to mid-sized organizations looking for expert insights and a structured plan for workforce optimization and leadership alignment.

Consulting



What's Included

- ✓ In-Depth Workplace & Leadership Assessment – Identify gaps, inefficiencies, and opportunities to enhance workforce resilience and care delivery.
- ✓ Leadership Training & Development – Equip leaders with trauma-informed, people-first strategies to inspire teams and drive performance.
- ✓ Workforce Engagement & Retention Strategies – Reduce turnover, prevent burnout, and create a culture of well-being.
- ✓ Customized Operational & Performance Strategy – Align workflows, policies, and organizational structure with long-term sustainability.
- ✓ Ongoing Implementation Support (3–6 Months) – Hands-on guidance to ensure measurable success in executing strategic initiatives.

iMPACT Consulting Solution

(Full Transformation & Implementation Support)

For organizations ready to drive bold, people-centered change with hands-on implementation support.

This is a comprehensive consulting engagement designed for organizations seeking full-scale transformation in workforce development, operational efficiency, and leadership excellence. Our strategic, trauma-informed approach helps you attract top-tier talent, strengthen provider resilience, and improve client care outcomes—all while reducing burnout, turnover, and inefficiencies.



Tailored for Mid to large-sized organizations seeking sustainable solutions for workforce retention, operational efficiency, and leadership transformation.



Training & Development Solutions



Empowering behavioral health and social impact organizations with transformative leadership and workforce training.

At The Compass for Change, we believe that values-driven leadership, engaged employees, and resilient workplace cultures are the foundation of exceptional client care. Our customized training solutions equip organizations with trauma-informed, people-centered strategies that enhance leadership effectiveness. Research has proven that when employees feel empowered, supported, and valued, they perform better, stay longer, and deliver superior care—leading to: ✓ Reduced turnover & burnout ✓ Stronger workforce retention & satisfaction ✓ Better client outcomes & treatment compliance.


Here's What Sets Us Apart:

- ✓ **Whole-Person Approach** – We go beyond policy and procedure to align leadership, workplace culture, and client care with trauma-informed strategies.
- ✓ **Evidence-Based & Lived Expertise** – We integrate best practices with real-world understanding to create sustainable, high-impact solutions.
- ✓ **Gold Standard Training & Consulting** – We set The Gold Standard by revolutionizing leadership, workforce resilience, and service delivery in behavioral health.
- ✓ **Mission-Driven Impact** – Our mission is to improve the human condition by elevating the mental health, emotional intelligence, and overall well-being of frontline staff—because sustainable client success starts with the people behind the mission.

Investment varies based on organizational size and scope of engagement. Let's design the right solution for your team.

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Training Solutions



Training Formats & Offerings:

We recognize that every organization is unique. That's why we offer flexible training solutions that don't just educate—they transform. Each session is designed to equip your workforce with the tools, strategies, and confidence needed to excel in today's high-pressure behavioral health environment.

Keynotes & Panels – (60-90 minutes)

High-impact, engaging presentations that ignite transformation and challenge outdated leadership models.

Power Hour Sessions – (60 minutes)

Bite-sized, high-energy training sessions that deliver actionable takeaways for immediate implementation—perfect for busy teams.

Interactive Workshops – (2-8 Hours)

Deep-dive, hands-on training sessions designed to develop leadership skills, resolve workplace challenges, and enhance organizational culture. Timing based on organizational needs and program objectives.



Custom Training & Organizational Development

We design fully customized training solutions that align with your organization's unique workforce challenges, operational goals, and leadership needs.

May include single or multi-day, Multiple days, Weeks, or Months depending on your organizational needs.



Our trauma-informed, people-first approach ensures that your organization doesn't just improve performance—it creates lasting impact by aligning people, values, and care delivery with a Gold Standard of excellence.

Training Solutions



Training Focus Areas & Popular Topics:

Our expertise spans multiple areas essential to thriving behavioral health organizations. Each topic can be delivered in any format listed above.

Trauma-Informed Leadership & Workforce Resilience

- Reimagining Behavioral Health: The Future of Trauma-Informed Leadership
- Leading Through a New Lens: Trauma-Informed Approaches to Leadership & Service

High-Performance Workplaces & Employee Resilience

- The Culture Equation: Aligning People & Values to Improve Performance
- The Retention Equation: Building Resilient Workplaces & Reducing Burnout

Conflict Resolution & Ethical Decision-Making

- The Conflict Equation: Turning Workplace Disputes into Meaningful Collaboration
- Fighting to Be Heard: Embracing Conflict to Fuel Innovation
- Viral Vulnerability: The Key to Trust, Transparency & Transformation

Executive Leadership & Organizational Excellence

- The Gold Standard: Setting the Bar for Excellence in Leadership & Care
- The Clocked In Leader: Leading with Purpose, Passion & Presence



HOPE UNSHAKEN: A Free Online Support Community Open to Anyone

Hope Unshaken is part of The Compass for Change's mission to improve the human condition by lowering barriers to recovery & healing—by eliminating cost and meeting people where they are.

For many, the greatest challenge in healing is knowing where to start and who to trust. Hope Unshaken is a free, online trauma-informed support community offering a safe space for individuals navigating the weight of trauma, abuse, and addiction. Whether you are still struggling or working to rebuild your life, you belong here.

What We Offer:

- ✓ Free Monthly Support Meetings (3rd Thursday of Each Month, 7-9 PM CST)
- ✓ Led by a Certified Trauma & Recovery Specialist
- ✓ A Judgment-Free, Compassionate Community
- ♥ No Cost. No Judgment. Just Unwavering Support.

Join Us! Visit HopeUnshaken.com to learn more and access meeting details.



At The Compass for Change, we are more than consultants and trainers—we are your partners in reimagining behavioral health and setting The Gold Standard in leadership, workforce well-being, and transformative care. Our consulting, training, and development solutions are designed to help you attract and retain top-tier talent, enhance organizational culture, and create sustainable, values-driven success for both your employees and the individuals you serve.

By choosing The Compass for Change, you are making a bold commitment to people-first leadership, ethical decision-making, and trauma-informed care that drives real, measurable results. Together, we will build an organization where leaders inspire, employees thrive, and clients experience lasting transformation.

The time to invest in your people and your mission is now. Let's build something extraordinary together.



Remember, healing is not just for clients—it's for the caregivers, leaders, and teams behind the mission. Join us every 3rd Thursday for Hope Unshaken—our free, online trauma-informed support community providing a safe space for those navigating trauma, abuse, and addiction. Visit HopeUnshaken.com to learn more. 💙✨

Let's Connect



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