

# Trauma-Informed Leadership Certificate Program®

For Frontline Supervisors and Middle Managers  
in Nonprofit Organizations





“...a **uniquely empathetic approach**  
that develops leaders to succeed in  
complex settings...

Andrew Timbie  
CEO, Sierra Vista Child and Family Services  
Stanislaus County, California

## **A Strategic Organizational Advantage**

When supervisors and managers are confident and effective, everything works better.

More presence, less reactivity.

More trust, less tension.

More accountability, less drift.

More stability, less strain.

The focus shifts to leading effectively at every level, so your organization can deliver greater social impact.



## Untapped Drivers of Organizational Success

Leadership development is one of the most critical drivers of organizational performance, yet it's often the most **underdeveloped at the frontline and middle levels.**

This program **builds the leadership assets** most organizations struggle to build internally but depend on for **long-term impact...**



## Leadership Confidence



A **cohesive leadership identity** that empowers leaders to show up with clarity and empathy.

## Operational Stability



A **grounded leadership presence** that provides steadiness under pressure and prevents crisis-driven cycles.

## Team Cohesion



A **collaborative leadership style** that builds trust and reduces reactivity and friction across teams.

## Program Experience

10-Week Cohort with Structure + Flexibility

Requires less than 2 hours per week

Flexible Learning	Group Discussions	1:1 Mentoring	Research-Based Assessment
Weekly recorded instruction with exercises that turn concepts into applied skills	Live, facilitated sessions to deepen learning and tackle real challenges	Personalized guidance, feedback, and accountability	Strength Deployment Inventory® strengthens collaboration and reduces friction across teams

**Investment:** \$1,950 per participant

Organizational plans and payment options available



“...a **practical and empowering experience** that helped me recognize more of what I have to offer and lead with greater confidence...”

Rhe, Program Participant



## Meet James Freeman

**James Freeman is the founder of Training Grounds and facilitator of the Trauma-Informed Leadership Certificate Program.**

James holds an MA in Organizational Leadership and brings over 30 years of experience in the Child and Youth Care and nonprofit sector, spanning direct care to senior leadership. He is the author of *Trauma-Informed Leadership: How to Show Up When It Matters Most* and a recipient of the NSDTA Career Achievement Award.

James has trained and consulted across a diversity of trauma-exposed settings, helping organizations stabilize teams, strengthen leadership pipelines, and sustain their mission under pressure.

He has served on international boards, including the **Association of Children's Residential and Community Services**, and is an associate member of the **California Alliance for Child and Family Services**.





“...made a **clear and lasting impact** by strengthening leadership capacity across our organization...”

Steve Gunther  
CEO, Maryvale  
Los Angeles County, California

# FAQS

## **Are these programs a fit for my organization?**

Yes. They are designed for nonprofits in high-pressure, trauma-exposed environments—such as child and youth care, behavioral health, housing, education, and other community-based services. In these settings, strong leadership is essential for stability, retention, and long-term impact.

## **What do you mean by trauma-informed leadership?**

Trauma-informed leadership is a way of leading that drives organizational performance while reducing the toll of trauma exposure. It creates the conditions for stronger teams, healthier workplaces, and greater impact.

## **Who in my organization benefits most from this training?**

The program is designed for frontline supervisors and middle managers, though entire leadership teams have benefited from learning together. It's especially valuable during times of growth or transition, or for leaders seeking to strengthen their foundation. When managers lead with clarity and presence, the whole organization benefits.

**How is this different from other leadership training programs?**

Most leadership training is built for corporate settings—often one-and-done workshops or frameworks that don't reflect the realities or values of mission-driven work. These programs are created specifically for nonprofits in trauma-exposed environments. They focus on how leaders show up each day, building trust, stability, and alignment so your leadership practices reinforce your mission rather than distract from it.

**Can this training address burnout, turnover, and morale issues?**

Yes. Leaders directly influence morale, engagement, and retention through the workplace conditions they create. When supervisors are equipped to lead with steadiness and care, burnout decreases, turnover costs drop, and teams become more stable.

**Do leaders need trauma expertise to benefit from this training?**

No. This program builds practical leadership habits that strengthen teams and improve workplace conditions—valuable regardless of role, discipline, or background.



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