



2026

Leadership Development Series

Organization-wide learning for
leaders across roles and levels





Leadership in community-based, youth-serving, and helping-profession settings is demanding. The pace rarely allows time to pause or reset.

This series provides consistent, organization-wide support that helps leaders remain grounded and lead with clarity even when the work is most challenging.

Facilitated by James Freeman (MA, Organizational Leadership), it draws on more than 30 years of experience in community-based leadership and trauma-informed practice.

The series is grounded in six elements of relational, trauma-informed leadership:

Presence — Staying grounded and clear when pace and pressure increase

Adaptability — Responding to challenges with steadiness and flexibility

Empathy — Understanding the experiences and perspectives that shape behavior

Long-Term Thinking — Making decisions that protect people, culture, and mission

Trust — Building psychological safety through consistency and follow-through

Self-Awareness — Recognizing how your patterns and responses shape your impact

“Training Grounds strengthened leadership capacity across our organization in a clear and lasting way.”

Steve Gunther
CEO, Maryvale

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

Rheanan Torres
Program Participant

Organizational Impact

The 2026 Leadership Development Series supports retention and leadership capacity by providing consistent, organization-wide development that strengthens supervisory stability, reduces reactive leadership patterns, and builds shared expectations across teams.

Format and Enrollment

- Monthly live virtual sessions
- 10:00 - 11:00 AM Pacific on Wednesdays
- One organizational enrollment covers the full year
- Leaders across levels participate together

Pricing

\$2,400 per organization

Early Enrollment Savings

- Before December 1: \$2,200 (save \$200)
- Before November 1: \$2,000 (save \$400)

Organizations may enroll during the year and participate in remaining sessions.

Explore full program details online or contact James Freeman to enroll.

james@training-grounds.net
805-368-1481 mobile

www.training-grounds.net

