



LEADERSHIP DEVELOPMENT

FOR YOUR NONPROFIT





Strong leadership at every level is essential to organizational health and performance, especially in high-stakes, trauma-exposed environments.

Training Grounds Leadership Academy

**Keep essential leadership
principles front of mind
for your entire team**

This annual subscription provides
ongoing leadership support to...

- ✓ Align your team around **priorities that accelerate success**
- ✓ Apply **trauma-informed leadership principles** for stronger, more adaptive decision-making
- ✓ Strengthen your **management team** to drive organization-wide impact

Perfect for **cross-functional or interdisciplinary teams across your organization** looking to stay aligned and enhance their leadership impact

\$2,950 per year – One subscription
for entire team



Includes 12 months of access to
live webcasts & interactive office
hours (2nd & 3rd Thursdays)





Organizations achieve greater impact when supervisors and managers **shift from reacting to problems to proactively using their influence** to drive team performance.

Trauma-Informed Leadership Certificate Program[®]

Empower your people to lead with confidence, build trust & drive results



This 10-week program equips current and emerging leaders to...

- ✓ Expand **personal capacity** as a self-aware, resilient leader
- ✓ Apply **trauma-informed principles** to common leadership challenges with insight and care
- ✓ Strengthen **practical leadership skills** that build trust, collaboration, and effective communication

Perfect for those **transitioning into new roles or looking to sharpen their leadership influence and impact**

\$1,950 per person - Includes learning platform with weekly lessons & exercises, weekly group discussion, individual coaching & SDI assessment

Cohorts begin in January, April & September and require about 2.5 hours/week





High-performing
organizations build a
**culture of trust, empathy,
and service that drives
lasting impact** for the
communities they serve.

Custom Services

On-Site Training - Includes planning, preparation, travel time & up to 3 hours facilitation at your location
\$1650 per day (+ expenses if outside Greater Los Angeles)

One-on-One Coaching - Personalized support to navigate challenges, increase confidence or achieve goals
\$1,500 for 5 private remote sessions

Organizational Package - Mix and match the supports you want with pricing based on selected services & flexible payment options



James Freeman is a certified SDI facilitator

Strength Deployment Inventory (SDI)[™]

Enhance team productivity with greater awareness of the dynamics that influence interactions with colleagues —providing a shared language for resolving conflicts, discussing differences, and leveraging strengths.

\$350 per person
\$3,000 for group of 10

Includes research-based assessment, personalized report & debriefing session





JAMES FREEMAN, MA, CYC-P is the founder of Training Grounds and brings over 30 years of experience in community-based nonprofits from direct care to senior leadership roles. He holds a master's degree in organizational leadership and has received multiple career awards for his training and contributions in the field of youth and family services. 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.

Training Grounds is where nonprofit leaders sharpen their skills and strengthen their mindset to prepare for real-world challenges. Just as elite athletes train for peak performance, organizations need to develop strong, capable leaders at every level. **When leaders grow, decisions improve, teams perform better - and the impact of your organization reaches further.**



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