



LEADERSHIP ACADEMY 2025

- Annual group program for leaders at every level of your organization
- Practical tools and fresh perspectives to tackle real-world challenges
- Structure to enhance your existing leadership initiatives

SUPPORT FOR LEADERS ACROSS YOUR ORGANIZATION

This program delivers **targeted leadership development** with **monthly training sessions** and **interactive office hours**, combining structured learning with tailored support to address the challenges your leaders face.

Focusing on **practical, actionable themes** - like employee engagement, managing difficult conversations, and sustainable leadership - this program equips new and experienced leaders with tools to navigate their roles effectively.

All sessions are live, with recordings available for convenience.

By supporting leaders at all levels - **from supervisors to directors** - the program contributes to a unified leadership approach that strengthens your organization without adding complexity.

SPECIAL ENROLLMENT OFFER

Enroll by December 20, 2024

- Special Rate: \$2,350 (Save \$600!)
- Flexible Payment Option: Split into 2 payments

Standard rate after December 20, 2024: \$2,950 annually



Participating organizations receive a recognition plaque to display your commitment to developing leaders across your organization.

Cost Perspective: For teams with 25+ members in lead, supervisor, manager, or director roles, this program provides exceptional value - equivalent to less than \$95 per person annually or under \$8 per person per month.

ACT EARLY - SPACES ARE LIMITED

Enroll your organization at www.training-grounds.net and submit your participant list to get started. Your staff will receive a welcome email with instructions to access the program.

FACILITATED BY JAMES FREEMAN



James Freeman, founder of Training Grounds, holds a master's degree in organizational leadership and brings over 30 years of experience in 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**.

BENEFITS FOR YOUR ORGANIZATION



Build Momentum

Drive agency-wide momentum for sustained leadership growth and continuous quality improvement



Promote Alignment

Unify cross-functional teams around essential leadership principles, fostering a cohesive leadership approach.



Strengthen Skills

Reduce risks (and costs) by equipping individuals and teams with actionable strategies that lead to positive results.

FOR MORE INFO

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



Enroll today at www.training-grounds.net



LEADERSHIP ACADEMY 2025 CALENDAR

MONTHLY WEBCAST

2nd Thursday of each month
10:00 - 11:00 am

Interactive training on leadership topics vital to your organization's success.

MONTHLY OFFICE HOURS

3rd Thursday of each month
10:00 - 11:00 am

Space for questions, discussion, and personalized support on integrating their learning.

Recordings are available on the platform for 14 days.

	Webcast	Office Hours
Q1 THEME: Staff Engagement Increasing Engagement Through Psychological Safety Supporting Teams Through Trauma and Stress Using Developmental Stages to Build Stronger	January 9 February 13 March 13	January 16 February 20 March 20
Q2 THEME: Leadership Influence and Impact Adapting Your Approach to the Needs of the Team Holding Others Accountable Without Micromanaging Leading Deeper Conversations That Drive Change	April 10 May 8 June 12	April 17 May 15 June 19
Q3 THEME: Handling Difficult Conversations Giving Feedback that Drives Growth Effective Conflict Resolution for Stronger Teams Inviting and Receiving Constructive Feedback	July 10 August 14 September 11	July 17 August 21 September 18
Q4 THEME: Sustainable Leadership Leading with Clarity and Purpose Leading with Empathy and Emotional Intelligence Leading in Times of Change and Uncertainty	October 9 November 13 December 11	October 16 November 20 December 18

Have a question about your organization's enrollment? Need to update a participant name or email address? Contact James at james@training-grounds.net or 805-368-1481.

Log in at www.training-grounds.net