

REDUCE RISK
STRENGTHEN
ORGANIZATIONAL
HEALTH
BOOST QUALITY

12-WEEK PROGRAM FOR HUMAN SERVICE ORGANIZATIONS
& TRAUMA-EXPOSED WORKPLACES

TRAUMA-INFORMED LEADERSHIP

CERTIFICATE PROGRAM™







THE CHALLENGE

Often we promote our best employees into supervisory and management roles based on competence in their prior role.

These new roles bring new challenges...

- ...increasing pressures
- ...competing demands
- ...changing relationships
- ...greater levels of uncertainty
- ...potential blind spots

And in the context of a workforce exposed to deep human pain and trauma there are even more dynamics at play.

These challenges require greater capacity and skills.

Without transformational leadership growth, even our best people can get stuck in overwhelm, self-doubt or eventual burnout.

Ultimately it can create unnecessary risks, impact organizational health, and limits the quality of service your organization can provide.

*THAT'S WHERE THE TRAUMA-
INFORMED LEADERSHIP PROGRAM
COMES IN...* →



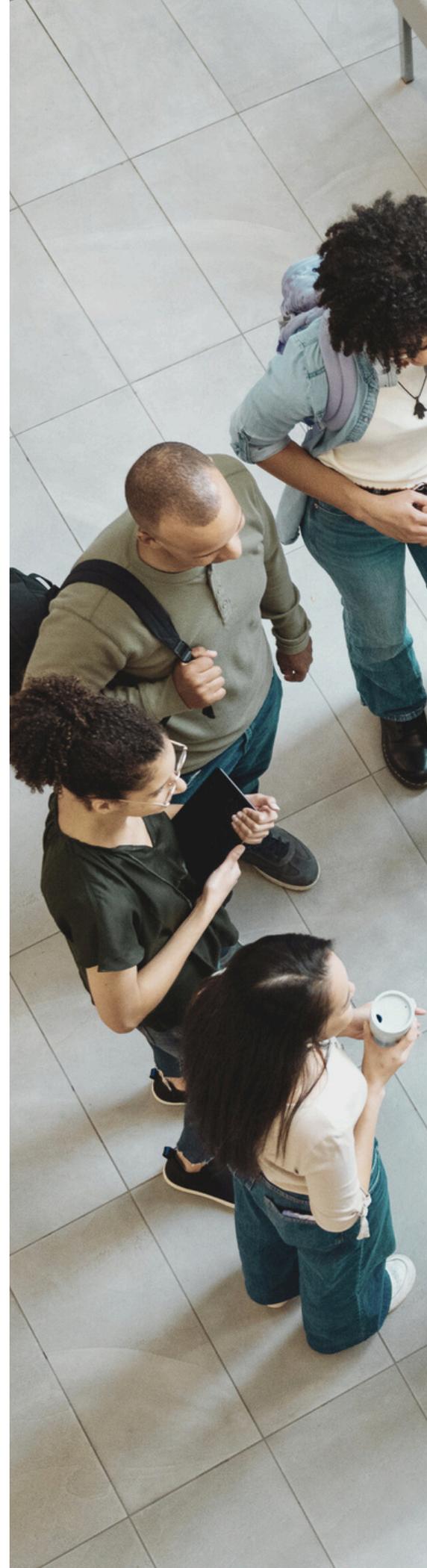
WHO IS THIS FOR?

LEADERSHIP TEAMS at any level looking for a shared approach that aligns with organizational values

MID-LEVEL MANAGERS or **FRONTLINE SUPERVISORS** who want leadership mentoring from an experienced professional

INDIVIDUALS that need support during a transition or restructuring period

EMERGING LEADERS you want to prepare for future leadership roles





WHAT ARE THE BENEFITS?

REDUCE POTENTIAL RISKS

by strategically addressing gaps in leadership development and ensuring a robust leadership pipeline

STRENGTHEN ORGANIZATIONAL HEALTH

by cultivating trust and psychological safety - key factors that influence employee engagement and retention

BOOST PROGRAM QUALITY

by embedding trauma-informed thinking into daily leadership practices - into the relationships and conversations that shape organizational outcomes

SEE HOW IT ALL
WORKS... 



12-WEEK PROGRAM BUILT FOR WORKING PROFESSIONALS

Supported professional development
Aligned with your values
No extensive time away

METHODOLOGY



Discover your unique blend of **motives** + what shifts in times of **conflict** and how to leverage your **strengths**

CONTENT MAP



MEET YOUR FACILITATOR

James Freeman (MA, CYC-P) has a graduate degree in organizational leadership and 30+ years experience in Child and Youth Care.

For 15 years he was Training Director of a licensed and accredited 24/7 youth mental health facility.

James created the Trauma-Informed Leadership Certificate Program to fill a critical gap in workforce development across the human services field.

James has been instrumental in shaping industry standards and has served as a board member or advisor for associations on the leading edge of the field, including ACRC, ACYCP, CYCCB, and CYC-Net.

He has served as a senior trainer for the Academy for Competent Youth Work and the Life Space Crisis Intervention Institute.

He has authored, edited, or contributed to numerous publications including the *Characteristics of Relational Child and Youth Care* and *Caring to Connect: Nurturing Hopeful, Healing Relationships with Young People*.

His work has been translated into multiple languages and he has trained or consulted in over a dozen countries.

He is a certified facilitator of the Strength Deployment Inventory 2.0.



James is a member of the California Alliance of Child and Family Services and the Institute for Equity Centered Coaching.

James is married to Julie and is dad to Ashlyn, Alec, and Andrew. He lives in Southern California.

PRICING

Book a conversation to discuss needs and assess fit with your organization

James Freeman
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805-368-1481 mobile
or book online at
www.training-grounds.net

LEADERSHIP PROGRAM

2,000 per person

12-weeks private cohort with full program access

- Learning resource assets
- Weekly discussions
- SDI
- 1:1 coaching

SDI INTENSIVE

425 per person

Assessment report, two debrief sessions + 30 days support calls

VIP DAY

2,500 per day

Custom consult, project, or facilitation



TRAINING GROUNDS

LEADERSHIP DEVELOPMENT

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