

When leaders across your organization are aligned and grounded, everything works better.

More presence, less reactivity.

More trust, less tension.

More clarity, less confusion.

More collaboration, less friction.

The focus shifts to making every interaction count—before the next crisis makes it urgent.

Teams stabilize, retention improves, and daily operations function with greater consistency.



James Freeman
Founder &
Facilitator

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 in Action: 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**.



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

www.training-grounds.net



Trauma-Informed Leadership Development

Equipping nonprofits with leadership capacity for stronger teams and greater organizational impact



Trauma-informed, relational leadership for entire organizations. Built for frontline supervisors, middle managers, senior leaders, and cross-functional teams.

Live training, applied practice, and coaching that fit existing workflows and complement current initiatives, regulatory, and compliance standards.



“

Each session with James Freeman provided an **immediate and impactful takeaway for my entire leadership team...**

A truly **empathetic approach to developing leaders in complex settings.**

Andrew Timbie
Chief Executive Officer
Sierra Vista Child and Family Services

“

James Freeman has played a vital role in **strengthening leadership capacity across our organization.** These offerings have not only equipped our team with practical tools, but also fostered reflection, connection, and confidence.

We've seen a clear and lasting impact, and we're proud to continue investing in this important work.

Steve Gunther, MSW
President & CEO
Maryvale

Trauma-Informed Leadership Certificate Program®

A 10-week cohort program that equips supervisors and managers with the confidence and skills to lead effectively. With less than 2 hours of weekly commitment, participants strengthen self-awareness, interpersonal effectiveness, sustainable leadership, organizational health, psychological safety, and adaptive leadership. The result is a solid foundation every leader needs.

\$1,950 per person

Includes weekly training, facilitated discussion, 1:1 coaching, and a research-based workplace relationships inventory.

Training Grounds Leadership Academy

Year-round support to keep essential leadership principles front of mind for your entire team so your people stay focused and effective. Monthly live sessions address real-time challenges such as staff engagement, handling difficult conversations, and sustainable leadership strategies.

\$2,950/year per organization

Sessions held 3rd Wednesdays at 10 AM Pacific.

1:1 Mentoring

Targeted coaching that supports key staff to lead with greater steadiness, clarity, and accountability. Ideal for supervisors, managers, or emerging leaders navigating growth, transition, or new responsibilities. Rather than risk burnout or stalled momentum, invest in the people carrying your mission forward.

\$1,500 for 5 sessions

Available on-site or remote. Travel expense additional if outside greater Los Angeles.

On-Site Training

Custom leadership development facilitated at your location and focused on your goals. Use to introduce trauma-informed leadership principles, refresh on essential leadership principles, or address specific topics and challenges. Training can support a single department or cross functional leadership teams.

\$1,650 per session

Includes up to 3 hours of on-site facilitation. Travel expense additional if outside greater Los Angeles.