

STEPHEN THOMPSON, MA, CCWS, CHRS, EDD (ABD)

GLOBAL STAFF CARE & EMPLOYEE WELL-BEING PROFESSIONAL

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PROFESSIONAL SUMMARY

- 10+ years of global experience in staff care, mental health, psychosocial support (MHPSS), resilience, and organizational development.
- Expertise in trauma-informed leadership, workplace well-being, EAP programs, and humanitarian aid workforce resilience.
- Skilled in program design, global partnership management, telehealth counseling, DEI, and organizational resilience strategies.

**Currently employed through RemoFirst, a global HR, payroll, and employer of record solution, facilitating employment without immigration mechanisms or need for work visa sponsorship for U.S. organizations and business owners.*

CORE COMPETENCIES

- Global Program Design & Strategic Implementation
- Staff Care, Resilience & Psychosocial Support (MHPSS)
- Training, Facilitation & Capacity Building (Virtual & In-Person)
- Organizational Development & Trauma-Informed Leadership
- Psychological Safety & Employee Experience Design
- International Partnerships and Stakeholder Engagement
- Grant Monitoring, MoUs & Partnership Negotiation
- Telehealth Counseling, Critical Incident Response & Crisis Intervention

EDUCATION

- **Doctor of Education in Org Leadership & Development** | Walden University | Estimated Graduation 2025
- Research & Dissertation Focus: Contextualised Trauma-Informed Care & Leadership In INGO workplaces
- **Master of Arts in Clinical Forensic Psychology** | December 2015 | The Chicago School of Professional Psychology
- **Bachelor of Science in Psychology, Minor in Criminal Justice** | June 2013 | Missouri Valley College

LEADERSHIP EXPERIENCE

Headington Institute, Pasadena, California, U.S.A

Director of Global Partnerships, Programs & Impact - Global Telecommuter

11/2024-Current

- Provide executive leadership in the design and implementation of global programs integrating trauma-informed care, organizational development, and mental health strategies, advancing resilience and operational effectiveness in high-risk environments.
- Oversee a portfolio of 40+ global partnerships with NGOs, INGOs, and nonprofit organizations, delivering staff care, mental health services, psychosocial support (MHPSS), and resilience-building initiatives.
- Lead, supervise, and mobilize a team of 15+ Clinical and Research Associates to deliver telehealth counseling, individual consultations, critical incident response, and resilience-focused workshops.
- Direct the development, management, and scaling of Headington's Talent LMS, deploying culturally relevant, evidence-based eLearning content to meet evolving partner needs.
- Guide the creation of training curricula, toolkits, and organizational guidance with a culturally responsive, resilience-centered approach.
- Drive proposal development, partnership negotiations, and MoU agreements, positioning Headington's services to secure new partnerships and funding opportunities.
- Serve as primary liaison for global partners, ensuring program excellence, contextual alignment, and long-term engagement.
- Oversee clinician assignment, caseload management, and operations through the Electronic Health Records (EHR) system and organizational support line.
- Lead content strategy for monthly sector-specific resources, producing practical tools addressing emerging global challenges in staff care and well-being.
- Oversee the deployment of consulting psychologists for virtual and in-person training, Psychological First Aid (PFA), and Hostile Environment Awareness Training (HEAT) across international contexts.
- Manage monthly billing, invoicing, and financial reconciliation using QuickBooks to ensure accurate reporting and consultant compensation.
- Align program strategy with grant requirements, lead monitoring & evaluation (M&E), and collaborate with the Chief of Research & Development to produce data-driven impact reports.
- Develop internal policies, operational protocols, and clinical governance frameworks to strengthen service delivery.
- Champion an inclusive, psychologically safe workplace culture, modeling collaborative leadership and organizational well-being practices.

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GLOBAL STAFF CARE & EMPLOYEE WELL-BEING PROFESSIONAL LEADERSHIP EXPERIENCE (CONTINUED)

Interim Director, Training & Education Services - Global Telecommuter

10/2024-11/2024

- Partnered with outgoing Director to ensure business continuity and knowledge transfer, supporting a smooth transition of leadership and operations.
- Collaborated with global clients and partners to design and oversee well-being strategies, policies, and programs that strengthened staff engagement, organizational resilience, and individual well-being.
- Facilitated virtual and in-person psychoeducational workshops on stress management, resilience, trauma, burnout prevention, and staff care, tailoring delivery to partner needs.
- Administered pre-deployment resilience assessments for humanitarian aid and development professionals in high-stress contexts.
- Supported development and implementation of new training and certificate programs, enhancing Headington's global training portfolio.
- Curated and published sector-specific content (resources, blogs, guidance) to expand Headington's visibility in the humanitarian aid and organizational well-being space.
- Delivered psychological services to humanitarian aid workers and high-risk industry professionals, expanding Headington's reach and impact.

Sr. Specialist, Global Staff Care & Well-being - Global Telecommuter

3/2024-10/2024

- Delivered psychological services to humanitarian aid workers and high-risk industry professionals, expanding Headington's client reach.
- Collaborated with global clients to design and implement well-being strategies, policies, and guidance that enhanced staff engagement, satisfaction, and organizational resilience.
- Facilitated remote and in-person psychoeducational workshops on stress management, resilience, trauma, burnout prevention, and staff care, adapting content to organizational needs.
- Provided telehealth counseling sessions for individuals in global and high-stress contexts.
- Conducted pre-deployment resilience assessments for humanitarian aid and development professionals, preparing staff for assignments in high-risk environments.
- Supported the design and delivery of new training and certificate programs, strengthening Headington's learning portfolio.
- Curated and published sector-specific content (resources, blogs, tools) to support the well-being of aid professionals and organizational partners.
- Represented Headington Institute at international conferences, networking events, and industry forums, advancing organizational visibility.

Catholic Relief Services, Baltimore, Maryland, U.S.A

06/2022-03/2024

Sr. Advisor, Global Staff Care & Well-being - Global Telecommuter

- Developed and monitored CRS' global staff care strategy, embedding psychological well-being practices throughout the employee lifecycle.
- Championed the Employee Assistance Program (EAP), leveraging associated services to enhance employee mental health, resilience, and engagement across international offices.
- Reviewed and advised on agency policies, procedures, and operational guidance to ensure integration of staff care, stress mitigation, and well-being principles.
- Consulted and collaborated with cross-divisional stakeholders to embed well-being initiatives into agency programs, resources, and organizational culture.
- Designed and facilitated learning opportunities that strengthened leader and staff awareness of resilience, staff care, and well-being, building skills across diverse cultural contexts.
- Created and deployed employee experience measurement tools, capturing feedback at key life-cycle moments (transfers, promotions, life events) to drive data-informed improvements.
- Analyzed and shared results from well-being assessments, using data to refine CRS' global approach to staff care and psychological support.
- Enhanced organizational response to employee life transitions (transfers, promotions, colleague deaths, family changes) with targeted support strategies.

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GLOBAL STAFF CARE & EMPLOYEE WELL-BEING PROFESSIONAL

LEADERSHIP EXPERIENCE (CONTINUED)

Thompson Counseling & Consulting, Remotely based in The Bahamas 01/2023-Current

Founder & Chief Organisational Well-being Consultant

- Provide organizational well-being consulting to nonprofits, humanitarian organizations, and corporate clients, delivering evidence-based strategies to strengthen staff care, resilience, and workplace culture.
- Design and implement holistic well-being programs that promote employee mental health, psychological safety, and work-life balance, resulting in healthier, more productive teams.
- Develop and facilitate workshops, trainings, and professional development programs on resilience, leadership, staff care, trauma-informed practice, and DEI.
- Advise organizational leaders on policies, guidance, and initiatives to integrate staff care and well-being into strategic planning and operations.
- Support organizational transitions by providing psychoeducational tools, change management support, and resilience-building strategies.
- Evolve consulting services from clinical focus (Chief Mental Health Officer) to a broader organizational well-being model, addressing employee experience, workplace culture, and systemic resilience.

01/2020-Current

Founding CEO & Chief Mental Health Officer

- Provide executive leadership over the operations of a virtual private practice and consulting firm specializing in organizational well-being, corporate wellness, community mental health, and DEI initiatives.
- Manage electronic health records (EHR) and case documentation, ensuring compliance and high-quality clinical standards.
- Source, recruit, and secure organizational clients for virtual and in-person training, professional development, and consulting projects across corporate, nonprofit, and humanitarian sectors.
- Maintain an active caseload of up to 10 adult and couples' clients, delivering individual and relational virtual psychotherapy and counseling services.
- Provide clinical supervision to up to 3 Master's-level counseling students, mentoring them in best practices for delivering high-quality counseling services.
- Expand consulting services to include program design, organizational development, youth initiatives, and project management, aligning with client needs in high-stress and cross-cultural environments.

CONSULTING EXPERIENCE AND ROLES VIA THOMPSON COUNSELING & CONSULTING

WorkPlace Options, Raleigh, North Carolina, U.S.A

04/2022- Ongoing

Employee Assistance Program Therapist - Remote

- Provide clinical mental health counseling/psychotherapy to regionally (Caribbean) sourced and referred employee assistance program employees with issues such as workplace conflict, workplace-related trauma, depression, anxiety, substance abuse, and interpersonal challenges.
- Conduct clinical mental health substance abuse or mental health evaluations for globally sourced and referred employee assistance program employees.
- Complete progress notes and treatment plans for globally sourced and referred employee assistance program employees.

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CONSULTING EXPERIENCE AND ROLES VIA THOMPSON COUNSELING & CONSULTING

The Bahamas Psychological Association (BPA), The Bahamas

11/2021- 12/2022

Island Mental Health & Psychosocial Support (MHPSS) Officer

- Led community capacity-building initiatives through local resource mobilization on Eleuthera in coordination with officers across five islands.
- Spearheaded stakeholder engagement with government agencies, NGOs, and community organizations to advance psychosocial well-being initiatives.
- Monitored and evaluated psychosocial project development and disaster relief programs, strengthening community resilience to crises.
- Designed and facilitated stakeholder training in Psychological First Aid (PFA) to improve local capacity for crisis response.
- Delivered PFA and counseling services directly to civilians impacted by disaster events, supporting immediate mental health and psychosocial needs.

The Anchor Group, New York City, New York, U.S.A

11/2021 - 03/2022

Gender Health Education and Promotion Specialist - Remote

- Collaborated on the design and development of an Electronic Public Health Surveillance System for The Bahamas to strengthen national health data infrastructure.
- Applied a Gender Equity Lens in conducting needs assessments, technological reviews, and infrastructure evaluations through stakeholder interviews.
- Designed and administered a Knowledge, Attitudes, and Practices (KAP) survey for the Bahamas Ministry of Health & Wellness (MOHW) Public Health Surveillance teams, ensuring findings reflected gender-responsive and equitable health outcomes.

One Eleuthera Foundation, South Eleuthera, The Bahamas

01/2021 - 03/2022

Employee Wellness Consultant - Hybrid

- Collaborated with Human Resources leadership to design and implement cross-organizational initiatives that enhanced team performance, recruitment, and collaboration.
- Provided one-on-one wellness consulting sessions with staff and leaders, improving employee morale, mental well-being, and workplace satisfaction.
- Developed and facilitated virtual Wellness Workshops on stress management, anxiety, grief and loss, and holistic employee well-being, tailored to organizational needs.
- Conducted focus groups and organizational assessments to inform leadership development initiatives and well-being strategies.
- Created action plans to strengthen organizational culture, promote psychological safety, and foster sustainable change through inclusive dialogue.

Providing Access to Continued Education (P.A.C.E) Foundation

03/2021 - 08/2021

Project Manager, Engaging Bahamian Boys & Men

- Developed and secured approval for a program proposal supporting P.A.C.E. Foundation's initiative to provide education, training, and skills development for community stakeholders and service providers, with a focus on working with boys and men.
- Designed and facilitated a 16-hour training program, "Engaging Bahamian Boys and Men," delivered to guidance counselors as part of a counselor education initiative.
- Conducted Training Needs Assessments (TNA), set training objectives, and collaborated with stakeholders to create and present a comprehensive training action plan to foundation leadership.
- Monitored and evaluated training outcomes throughout the project to ensure alignment with objectives and stakeholder expectations.
- Developed and analyzed post-training feedback from leadership, participants, and stakeholders, identifying strengths, weaknesses, opportunities, and lessons learned to continuously improve program delivery.

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CONSULTING EXPERIENCE AND ROLES VIA THOMPSON COUNSELING & CONSULTING

University of The West Indies, Caves Hill, Barbados

06/2020 - 09/2021

Supervising Psychologist & Site Supervisor - Remote

- Provided clinical oversight and supervision to master's in counseling students completing their direct service practicum experience to fulfill graduation requirements.
- Reviewed case notes, mental health assessments, and other documentation to ensure ethical practice and high-quality services.
- Provided weekly learning opportunities through group supervision around a variety of topics of interest and focus to students.
- Mentored and guided the provision of community outreach and school-based mental health services.

One Eleuthera Foundation, South Eleuthera, The Bahamas

01/2020 - 06/2020

PTSD & EAP Therapist

- As a part of a team of other mental health professionals, providing Trauma-Focused Cognitive Behavioral Therapy (TF-CBT) to groups and individuals such as children, families, and adults that survived, evacuated, and relocated due to 2019's Hurricane Dorian that impacted Abaco, The Bahamas, and Grand Bahama, The Bahamas.

SAFE ZONE

01/2020 - Ongoing

LGBTQIA+ Educator, Remote

- Advertise, conduct, and train community members, staff, and school staff on the 2-hour training Safe Zone Training course that focused on topics associated with the LGBTQIA+ community.
- Played a key role in educating community members, staff, and school personnel, fostering a more inclusive and supportive environment for the LGBTQIA+ community.
- Empowered participants with the knowledge and skills to create safe and supportive spaces for individuals within the LGBTQIA+ community, promoting inclusivity and reducing stigma.

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OTHER LEADERSHIP EXPERIENCE (CONTINUED)

Bahamas Sexual Health & Human Rights, Nassau, The Bahamas

07/2021-07/2022

Board of Directors, Director for Gender & Masculinity Education

- Responsible for the provision, guidance, and expertise toward BaSHRA's goals of working with community partners to develop comprehensive sexuality and gender encompassing, programming, and community-based communications.
- Spearheaded training and learning opportunities for community stakeholders focused on gender, sexuality, and masculinity, and its implications on various social issues such as family planning and gender-based violence.

United Nations, Global Affairs Unit, Conference of Youth (COY16)

01/2021 - 11/2021

United Nations Country Coordination Officer, Bahamas

- As a part of a regional coordination group, coordinated efforts in The Bahamas related to the identified United Nations goals for the region.
- Spearheaded the local coordination to drive stakeholder participation and awareness of the Conferences of Youth's focus on climate change initiatives.
- Played a key role in facilitating stakeholder involvement, fostering collaboration among diverse entities to support and advance the goals outlined by the United Nations.
- Implemented strategies to increase awareness of climate change initiatives, promoting understanding and engagement among local communities and stakeholders.

Caribbean Action Network (CariMan), The Caribbean

03/2021 - 12/2023

Founding Member, Bahamas Representative

- Through a Feminist and Gender Equity Lens, coordinated joint regional actions, competency building, policy development, and advocacy related to global, regional, and local gender and social issues in the Caribbean and wider regions.
- Engaged with local communities, incorporating grassroots perspectives into regional initiatives, and supported capacity building for addressing gender and social issues at the local level.
- Advocated for gender equality and social justice on a global scale, leveraged diplomatic channels, and established strategic partnerships with international organizations.

From Eleuthera With Love (FEWL), Eleuthera, The Bahamas

04/2020 - Ongoing

Director, Mental Health & Psychosocial Support, Board of Directors

- Serve as the Designated Senior Mental Health Professional, providing visionary leadership and expert consultation for mental health initiatives within From Eleuthera with Love (FEWL).
- Develop psycho-educational curricula tailored to the unique needs of survivors of the 2019 Hurricane Dorian, ensuring the provision of comprehensive mental health support.
- Lead mental health efforts in response to the aftermath of the 2019 Hurricane Dorian, implementing crisis intervention strategies and ensuring the well-being of individuals affected by the disaster.
- Designated Senior Mental Health Professional responsible for providing all mental health leadership, consultation, and development of as needed psycho-educational curricula as a part of general and special education services for survivors of 2019 Hurricane Dorian.

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The Cape Eleuthera Island School (CEIS), South Eleuthera, The Bahamas

06/2020 - 01/2021

Director, Equity, Belonging & Mental Health (Promotion)

- Proposed and secured approval for a newly created leadership role, establishing organizational accountability for equity, diversity, inclusion, belonging (DEIB), and mental health strategy.
- Led daily operations of the department, including recruitment, training, and supervision of staff, interns, and faculty.
- Spearheaded DEIB strategy development, defining, monitoring, and cultivating initiatives across a multicultural educational organization.
- Designed, facilitated, and implemented training programs, policies, and learning opportunities to advance the institution's equity and inclusion goals.
- Integrated DEIB principles into organizational strategic planning, ensuring alignment with long-term institutional objectives.
- Chaired all mental health-related initiatives, services, and peer consultation, supporting well-being for students (K–University), staff, and visitors.
- Partnered with the Chief Human Resource Officer to design and conduct staff and intern recruitment processes, embedding equity and belonging into talent acquisition and workforce support.

01/2020 - 06/2020

Mental Health Manager (Promotion)

- Proposed and established a new leadership role, securing approval from executive leadership (CEO, CHRO, CFO) to address organizational mental health and well-being.
- Led all mental health-related initiatives and services, including staff recruitment, training, peer consultation, and employee support across a K–University community.
- Developed and facilitated cross-organizational and cross-cultural collaborations to advance diversity, equity, inclusion, and psychological safety within the institution.
- Designed and delivered learning opportunities for students and staff on Mental Health First Aid, LGBTQIA+ inclusion, employee mental health, and workplace conflict resolution.
- Strengthened organizational capacity to promote well-being, resilience, and inclusive practices across both academic and workplace settings.

03/2019 - 12/2019

Outreach Manager (Promotion)

- Collaborated with the Director of Outreach & Partnerships to develop, monitor, and manage all youth outreach and educational programming.
- Designed and led psycho-educational and experiential learning programs for the Young Men's Leadership Program, promoting leadership, resilience, and personal growth.
- Supervised a team of staff and interns delivering environmental science and socio-emotional education to K–University students through overnight camps and day programs.
- Directed recruitment, interviewing, and onboarding of staff and interns, strengthening departmental capacity and program delivery.

01/2019 - 01/2021

Program Manager, Young Men's Leadership Program

- Developed, monitored, and facilitated group psychoeducational programming for at-risk Bahamian youth (ages 14–16), addressing resilience, leadership, and personal development.
- Coordinated experiential learning activities including overnight camps, physical challenges, and day programming focused on character and leadership development.
- Spearheaded the creation of educational materials, policies, procedures, and grant proposals to strengthen program sustainability and alignment with strategic goals.
- Provided mentorship and guidance to youth on topics related to adolescence, masculinity, and personal growth, fostering resilience and positive identity formation.

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LEADERSHIP EXPERIENCE (CONTINUED)

The Chicago School Forensic Center, Chicago, Illinois, U.S.A

05/2016 - 01/2018

Lead Psychotherapist

- Conducted clinical interviews, assessments, and psychotherapy (individual, group, family) for a diverse client population within the legal and juvenile justice system.
- Developed treatment plans, diagnoses, case conceptualizations, and clinical documentation to support evidence-based best practices.
- Created psychoeducational curricula on mental health, resilience, and justice-system involvement, delivered to clients within the juvenile justice system.
- Performed forensic assessments including Fitness to Stand Trial and competency evaluations as referred by the Illinois Department of Human Services.
- Co-supervised Master's and Doctoral-level psychology students, providing oversight and mentorship in clinical service delivery within the Juvenile Justice Program.
- Liaised with attorneys, public defenders, probation/parole officers, social workers, and community stakeholders to coordinate client care and legal outcomes.
- Served as adjunct faculty, teaching the service-learning course FO 66F A-SL: Community Intervention in Forensic Mental Health – Youth in Juvenile Justice.

PROFESSIONAL EXPERIENCE

P.S Evolution, Chicago, Illinois, U.S.A

04/2018 - 11/2018

Psychotherapist

- Conducted clinical interviews, mental health assessments, and individual, family, and group psychotherapy to clients within a broad range of ethnicities, cultures, and age groups.
- Developed treatment plans, diagnosis, case notes, and other clinical documentation in support of best practices mental health services.

The Chicago School Forensic Center, Chicago, Illinois, U.S.A

09/2017 - 01/2018

Interim Project Coordinator

- Provided logistical and operational support for Forensic Center psychotherapists, interns, and psychologists, to ensure smooth management of all projects associated with forensic community mental health services.
- Provided leadership and oversight of operations associated with the transition from paper management of health records to an Electronic Health Records (EHR) system.
- Mediated disputes and conflicts amongst staff as needed.
- Collaborated with other Chicago School departments and stakeholders to promote internal and external opportunities.

The Chicago School Forensic Centre, Chicago Illinois, U.S.A

08/2015 - 12/2015

Psychotherapy Intern

- Responsible for the development and facilitation of weekly truancy reduction group programming with juvenile offenders as required per court order as a requirement of their probation or pretrial agreements.
- Conducted clinical interviews and mental health assessments.
- Developed treatment plans, diagnoses, case notes, and other clinical documentation in support of best practices in juvenile offender management.

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PROFESSIONAL EXPERIENCE (CONTINUED)

Creative Counseling & Evaluation, Waukegan, Illinois, U.S.A

07/2014 - 08/2015

Psychotherapy Intern - Sex - Offender Population

- Conducted group and individual psychotherapy and psycho-education with outpatient male adult sex-offenders.
- Completed operational tasks associated with the effective management of a private practice.
- Liaise with probation and parole officers as needed.
- Conducted clinical interviews and mental health assessments.
- Developed treatment plans, diagnosis, case notes, and other clinical documentation in support of best practices in outpatient sex-offender management.

Cook County Juvenile Detention Center, Chicago, Illinois, U.S.A

08/2013 - 04/2015

Mental Health Professional

- Co-facilitated group therapy for juvenile offenders focused on socioemotional implications of being juveniles in the legal system.
- Conducted clinical interviews and mental health assessments.
- Developed treatment plans, diagnosis, case notes, and other clinical documentation in support of best practices in juvenile offender management.

Bahamas Department of Rehabilitation & Welfare Services

07/2013 - 08/2013

Trainee Probation Officer

- Conducted clinical interviews and intake assessments of adults and juvenile offenders.
- Developed court ordered reports and treatment recommendations to be considered by the Magistrate Judge of The Bahamas.

R.E.A.C.H Autism Summer Camp

07/2010 - 08/2011

Therapeutic Camp Counselor

- Cofacilitated art therapy, physical education, socialisation, and team building activities for youth on the autism spectrum between the ages of 5-10.

Sandilands Rehabilitation Center

07/2010 - 08/2010

Psychiatrist Aid /Case Worker

- Conducted psycho-educational group sessions focused on substance abuse to pretrial juvenile offenders.
- Conducted psycho-educational group sessions for adolescents experiencing chronic mental health challenges focused on daily living skills.
- Conducting mental health assessments as needed.

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GLOBAL STAFF CARE & EMPLOYEE WELL-BEING PROFESSIONAL

TEACHING, SPEAKING AND TRAININGS EXPERIENCE

Care Canada via Headington Institute

2/2025

Workshop Developer and Facilitator- "Navigating Change and Uncertainty"

- Developed and facilitated a virtual psychoeducational workshop titled "Navigating Uncertainty: Strengthening Resilience and Well-Being in Humanitarian Work During Uncertain Times" for humanitarian aid workers in the aftermath of the USAID funding freeze. The session addressed the widespread uncertainty impacting the humanitarian sector, including the viability of programming, the future of aid work, and the psychological toll on aid workers. Participants explored practical resilience-building strategies, stress management techniques, and tools for maintaining well-being while navigating professional and personal uncertainty in a rapidly shifting landscape

Amal-Tikva via Headington Institute

1/2025

Workshop Developer and Facilitator- "Trauma-Informed Leadership"

- Developed and facilitated a virtual psychoeducational workshop titled "Building Bridges: Trauma-Informed Leadership for Peacebuilders" for peacebuilders working in the Israel-Palestine context at an Israel-Palestine organization. The session focused on applying trauma-informed leadership principles to conflict resolution, fostering psychological safety, and enhancing resilience among peacebuilders navigating complex and high-tension environments. Participants gained practical strategies for managing stress, supporting teams, and sustaining engagement in long-term peacebuilding efforts.

Care Canada via Headington Institute

1/2025

Workshop Developer and Facilitator- "Advanced Psychological First Aid"

- Developed and facilitated a virtual psychoeducational workshop titled "Advanced Psychological First Aid" for humanitarian aid workers. The session built on foundational psychological first aid principles, providing advanced techniques for crisis intervention, emotional stabilization, and peer support to enhance participants' ability to respond effectively to distressing situations in high-stress environments.

Care Canada via Headington Institute

11/2024

Workshop Developer and Facilitator- "Understanding Stress, Trauma & Resilience"

- Developed and facilitated a virtual psychoeducational workshop titled "Understanding Stress, Trauma & Resilience" for humanitarian aid workers. The session explored the impact of chronic stress and trauma exposure, provided a framework for building resilience, and equipped participants with practical strategies for managing stress and maintaining well-being in high-risk environments.

Dataminr via Headington Institute

11/2024

Workshop Developer and Facilitator- "Expanding Your Window of Tolerance"

- Developed and facilitated a virtual psychoeducational workshop titled "Expanding Your Window of Tolerance" for content moderators. The session provided practical strategies for stress management, distress tolerance, and emotional regulation, equipping participants with tools to navigate high-exposure digital environments while maintaining well-being and resilience.

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TEACHING, SPEAKING AND TRAININGS EXPERIENCE

Care Canada - International via Headington Institute

10/2024

Workshop Developer and Facilitator- "Restorative Self-Care in the Workplace"

- Developed and facilitated a virtual psychoeducational workshop titled "Restorative Self-Care in the Workplace." The workshop targeted humanitarian and development professionals, providing attendees with guidance on building sustainable self-care routines and fostering restoration, recovery, and self-compassion at both the individual and team levels.

Trocaire via Headington Institute

10/2024

Workshop Developer and Facilitator- "World Mental Health Day Session 1"

- Developed and facilitated a virtual psychoeducational workshop titled "WMHD: Prioritizing Mental Health in the Workplace." The workshop targeted humanitarian and development professionals, focusing on raising mental health awareness in the workplace and emphasizing the theme, "It Is Time to Prioritize Mental Health in the Workplace." Attendees learned to understand stress and trauma in the workplace, particularly following critical incidents and emergencies.

Trocaire via Headington Institute

10/2024

Workshop Developer and Facilitator- "World Mental Health Day Session 2"

- Developed and facilitated a virtual psychoeducational workshop titled "Practical Workplace tools to Support Workplace Mental Health." The workshop targeted humanitarian and development professionals, focusing on examining experience such as burnout, vicarious trauma, and how they show up in the workplace. This session also explored the application of Psychological first aid to support psychological safety following critical incidents or employee mental health challenges and how a workplace that prioritizes mental health can contribute to employee and organizational resilience.

Care Canada via Headington Institute

10/2024

Workshop Developer and Facilitator- "World Mental Health Day"

- Developed and facilitated a virtual psychoeducational workshop titled "WMHD: Prioritizing Mental Health in the Workplace." The workshop targeted humanitarian and development professionals, focusing on raising mental health awareness in the workplace and emphasizing the theme, "It Is Time to Prioritize Mental Health in the Workplace." Attendees learned to understand stress and trauma in the workplace, particularly following critical incidents and emergencies.

Unicef Yemen via Headington Institute

08/2024

Workshop Developer and Facilitator- "Personal Well-being & Understanding"

- Developed and facilitated a virtual psychoeducational workshop titled "Personal Well-being & Understanding." The workshop targeted humanitarian and development professionals, aiming to deepen attendees' understanding of well-being and emphasize the importance of self-care for both staff and leaders. Participants were provided with practical tools to actively engage in caring for their well-being.

ACT for Justice via Headington Institute

8/2024

Workshop Developer and Facilitator- "Trauma-Informed Leadership"

- Developed and facilitated a virtual psychoeducational workshop titled "Trauma-Informed Leadership." The workshop targeted community-based professionals and focused on a framework for trauma-informed leadership to help managers recognize risk factors and identify signs of employee impairment. Participants learned skills in effective messaging, modeling, active listening, and providing feedback, while also identifying healthy ways to engage with and encourage self-care in the workplace.

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TEACHING, SPEAKING AND TRAININGS EXPERIENCE

ACT for Justice via Headington Institute

08/2024

Workshop Developer and Facilitator- "Understanding and Addressing Vicarious Trauma"

- Developed and facilitated a virtual psychoeducational workshop titled "Understanding and Addressing Vicarious Trauma." The workshop targeted humanitarian and development professionals, aiming to explore the implications of ongoing and long-term exposure to distressing experiences in their work. Participants were provided with a framework for addressing vicarious trauma, along with practical tools and techniques to promote health and wellness at individual, team, and organisational levels.

Perfected Claims via Headington Institute

08/2024

Workshop Developer and Facilitator- "Understanding and Addressing Vicarious Trauma"

- Developed and facilitated a virtual psychoeducational workshop titled "Understanding and Addressing Vicarious Trauma." The workshop targeted humanitarian and development professionals, aiming to explore the implications of ongoing and long-term exposure to distressing experiences in their work. Participants were provided with a framework for addressing vicarious trauma, along with practical tools and techniques to promote health and wellness at individual, team, and organisational levels.

UNICEF Ukraine via Headington Institute

07/2024

Workshop Developer and Facilitator- "Navigating Uncertainty & Change in the Workplace"

- Developed and facilitated a virtual psychoeducational workshop titled "Navigating Uncertainty & Change in the Workplace." The workshop targeted humanitarian and development professionals with the aim to assist attendees with processing complicated grief around change and explore ways participants can cope and build resilience and balance through holistic well-being

UNICEF Yemen via Headington Institute

07/2024

Workshop Developer and Facilitator- "Resilience during Times of Change"

- Developed and facilitated a virtual psychoeducational workshop titled "Resilience during Times of Change." The workshop targeted humanitarian and development professionals with the aim to assist attendees with navigating time of change in the workplace and in life and identify practical tools for building resilience as an individual, team, and organisation.

Trocaire: Ireland Programs via Headington Institute

06/2024

Workshop Developer and Facilitator- "Understanding & Addressing Vicarious Trauma"

- Developed and facilitated a virtual psychoeducational workshop titled "Understanding and Addressing Vicarious Trauma." The workshop targeted humanitarian and development professionals experiencing burnout, compassion fatigue, and secondary traumatic symptoms related to their work.

Care Canada via Headington Institute

06/2024

Workshop Developer and Facilitator- "Managing Team Conflicts and Interpersonal Effectiveness"

- Developed and facilitated a virtual psychoeducational workshop titled "Managing Team Conflicts and Interpersonal Effectiveness." The workshop targeted humanitarian and development professionals with the aim to discuss strategies for addressing and resolving conflict in the workplace to support effective and efficient organisational cultures.

STEPHEN THOMPSON, MA, CCWS, CHRS, EDD (ABD)

GLOBAL STAFF CARE & EMPLOYEE WELL-BEING PROFESSIONAL

TEACHING, SPEAKING AND TRAININGS EXPERIENCE

Finance Department at Catholic Relief Services

02/2024

Workshop Developer and Facilitator- "Navigating Organisational Change"

- Developed and facilitated a virtual psychoeducational workshop titled "Navigating Organizational Change." The workshop aimed to support managers and leaders in the finance department whose staff were affected by the organization's restructuring process, which included layoffs and reassignments. Attendees learned how to navigate their well-being during the change process and how to engage in difficult conversations with employees regarding employment uncertainty.

Sierra Leone Country Program Office at Catholic Relief Services

10/2022

Workshop Developer and Facilitator- "Mental Health Retreat"

- Developed and facilitated a virtual psychoeducational workshop series focused on Mental Health and Psychosocial Support in the workplace. This series aimed to support leaders and staff in cultivating mental health and well-being by recognizing signs and symptoms and identifying organizational policies and procedures to strengthen individual and Country Program resilience.

Global People Resources at Catholic Relief Services

9/2022

Workshop Developer and Facilitator- "Psychological Safety in the Workplace"

- Developed and facilitated a virtual psychoeducational workshop series focused on Cultivating Psychological Safety in the Workplace. This series aimed to support non-health professionals in building their capacity to foster psychological safety in the workplace to enhance organizational objectives.

MHPSS Community of Practice at Catholic Relief Services

8/2022

Workshop Developer and Facilitator- "Psychosocial health and Well-being following Critical Incidents"

- Developed and facilitated a virtual psychoeducational workshop focused on critical incident health and well-being. This workshop aimed to assist attendees in understanding their role in providing psychological first aid to employees affected by critical incidents. Participants learned to recognize the signs and symptoms of employees impacted by critical incidents, the behaviors they may exhibit, and how these manifest in the workplace. Additionally, attendees explored available resources for referring staff and strategies to navigate their own mental health during crises in the workplace.

All Staff Presentation at Catholic Relief Services

6/2022

Workshop Developer and Facilitator- "Grief and Loss in the Workplace"

- Developed and facilitated a virtual psychoeducational workshop focused on grief and loss in the workplace. This workshop was created in response to several critical incidents involving staff who lost their lives while carrying out their work, including fatalities due to mercenaries, kidnappings, and home invasions. The session aimed to provide participants with an understanding of their experiences of grief, insights into what they may notice in themselves and others, and practical tools to build resilience, navigate grief, and pursue holistic well-being during their mourning period.

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TEACHING, SPEAKING AND TRAININGS EXPERIENCE

University of The Bahamas via BaSHRA

03/2022

Presentation Speaker - "Consent: A Man's Perspective"

- Invited by the University of The Bahamas to represent the Bahamas Sexual health and Reproductive Rights Association as the Board Member, Masculinity Education, to speak on the topic of Consent, A Man's Perspective.

University of The Bahamas via BaSHRA

12/2021

Presentation Speaker - "Understanding Masculinity" – Challenging Men's

Role in Gender Violence

- Invited to speak on the topic of masculinity and the implication of healthy and toxic masculinity.

Equality Bahamas

02/2021

Panel Speaker - 16 Days of Advocacy 2021 – "Conversation for Men on Gender-based Violence"

- Invited to speak on and from the perspectives of men our role in the fight against gender-based violence.

Insurance Commission of The Bahamas

09/2021

Presentation Speaker - Corporate Wellness - "Navigating the Virtual Workspace"

- Invited to speak on the topic of employee well-being to support teams in managing stress and increasing well-being during a transition to a virtual workplace during COVID-19.

Equality Bahamas

11/2020

Speaker "Centering Vulnerable Communities in Recommendations to End Gender-Based Violence"

- Invited to speak on and provide insight towards policies and recommendations around gender-based violence in The Bahamas.

MenEngage UMBUTU Symposium

11/2020

Symposium Speaker- Engaging Caribbean Boys and Men to End Gender-Based Violence

- Invited to speak on the topic of gender-based violence in the context of youth development for boys and its impact on GBV in the Caribbean.

Office of The Bahamas Prime Minister Sustainable Goals Unit

11/2020

Panel Speaker – "Human Rights and Gender-based Violence" - 11/2020

- Invited by The Office of The Prime Minister to speak on the topic of "Social Inclusion: Where are the Men and Boys? Male Allyship and the Achievement of SDG 5 (Gender Equality and Empowerment of All Women and Girls)".

Deep Creek Middle School

08/2020

Presentation Speaker – "Stress Management for Educators Teaching during the Pandemic"

- Invited by The DCMS Principal to provide educators with tools to manage stress and anxiety while teaching and living during the pandemic.

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GLOBAL STAFF CARE & EMPLOYEE WELL-BEING PROFESSIONAL

TEACHING, SPEAKING AND TRAININGS EXPERIENCE

One Eleuthera Foundation

06/2020

Presentation Speaker – “Stress Management for Leaders”

- Invited by The CEO to present on the topic of Stress Management for leaders, to support the executive team with managing stress while responding to a crisis.

Cape Eleuthera Foundation

06/2020

Host/Speaker- “Mental Health and Suicide Awareness”

- Invited by the Cape Eleuthera Foundation’s Executive Director to host an Instagram live event with the LivOn22 group, an alumni-founded non-profit that sought to raise money and advocate for suicide awareness.

Preston H Albury High School

02/2020

Presentation Speaker – “Stress Management & Self-care for Educators”

- Invited to speak to high school faculty and staff about self-care and creating a cohesion and accountability culture.

Cape Eleuthera Island School

04/2019

Presentation Speaker – Conflict Resolution in the Workplace and Shared

Living Spaces- 04/2019

- Invited by Cape Eleuthera Institute’s Director of Educational Programs, Dr. Ana Miguel, PhD, to present to university student interns on workplace and shared living space conflict resolution.

Deep Creek Middle School (DCMS)

04/2019

Presentation Speaker – “Compassion Fatigue and Student Mental Health”

- Invited by DCMS principal Dr. Laura McCartney, PhD to speak to middle school faculty and staff about dealing with compassion fatigue and supporting student mental health.

Deep Creek Middle School (DCMS)

04/2017

Guest Lecturer – “Fitness Restoration and Competency to Stand Trial”

- Invited by Dr. Casey Sharp, PsyD, and Tyler Jasper, MA, LCPC, to lecture masters and doctoral students and support them in the completion of their fitness to stand trial project.

LICENSE, CERTIFICATION, CERTIFICATES & TRAININGS

Headington Institute

04/2024

Certificate in Acceptance & Commitment Therapy (ACT) Applications for Aid Workers and Clients in Remote Settings

- APA Accredited Continuing Education (CE) course provided by Headington Institute focused on applying ACT to Humanitarian Aid Workers.

Certificate in Staff Care for Managers in Humanitarian Aid

04/2024

- Certificate E-Learning course provided by Headington Institute that explored the application of staff care and well-being concepts for managers working in the humanitarian aid sector.

Certificate in The Psychology Of Critical Incidents in Humanitarian Aid

04/2024

- Certificate E-Learning course provided by Headington Institute that the psychology of critical incidents in humanitarian aid covering topics focused on burnout, trauma, vicarious trauma, and compassion fatigue

Certificate in Hostile Environment Awareness Training (HEAT) - Instructor Orientation

04/2024

- Certificate E-Learning course provided by Headington Institute that provided an introduction to HEAT course to prepare instructors to facilitate the training for aid workers and other professionals working in high-risk and high-stress environments.

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The Chicago School of Forensic Psychology

02/2024

Certificate in Clinical Treatment of LGBTQ+ Clients: Forensic Perspectives

- This training event aimed to provide valuable insights and practical guidance to mental health professionals, therapists, and counselors who work with LGBTQ+ individuals. Through interactive discussions, Dr. David Draper delved into the unique challenges faced by LGBTQ+ clients within the forensic context. He shared evidence-based practices, strategies, and case examples to enhance participant understanding and improve clinical skills.

Corporate Health & Wellness Association

02/2024

Certified Corporate Wellness Specialist - Certification

- The Certified Corporate Wellness Specialist (CCWS) certification is a professional credential offered by the Corporate Health & Wellness Association (CHWA). It is designed for individuals who work in the corporate wellness field and want to demonstrate their expertise in designing, implementing, and managing wellness programs in the workplace. The CCWS certification covers a wide range of topics, including health promotion, disease prevention, employee engagement, and program evaluation. To earn the CCWS certification, candidates must complete a training program and pass an exam.

Certified Health Reform Specialist - Certification

02/2024

- The Certified Health Reform Specialist (CHRS) certification is a professional credential offered by the Corporate Health & Wellness Association (CHWA). It is designed for professionals who work in the health insurance industry, including brokers, agents, consultants, and others involved in employee benefits. The CHRS certification focuses on the Affordable Care Act (ACA) and other healthcare reform initiatives, providing professionals with the knowledge and skills needed to navigate the complexities of healthcare reform and help clients understand their options under the law.

International Committee of The Red Cross - ICRC

Introduction to International Humanitarian Law (ILH) - Certificate

10/2023

- This course provides an overview of the principles and rules of international humanitarian law, which is the body of law that seeks to protect civilians, wounded and sick combatants, and prisoners of war during armed conflict. The course covers topics such as the history and development of IHL, the Geneva Conventions and their Additional Protocols, and the role of the ICRC in promoting and enforcing IHL. Participants who successfully complete the course receive a certificate from the ICRC.

World Health Organisation

Psychological First Aid: A Guide for Aid Workers - Certificate

10/2023

- The "Psychological First Aid: A Guide for Aid Workers" is a publication and certificate provided by the World Health Organization (WHO). It is a guide and certificate designed to help aid workers provide psychological first aid to people affected by emergencies, disasters, and crises. The guide and certificate outlines the principles and techniques of psychological first aid, which include providing practical support, listening to people's concerns, and helping them to feel safe and connected. The guide and certificate also provides information on how to recognize and respond to common psychological reactions to emergencies, such as stress, anxiety, and grief.

Workplace Options

Staying Safe, Alert, and Resilient in a Crises - Israel - Hamas Conflict - Certificate

10/2023

- Certificate course offered by Workplace Options designed to help individuals and organizations navigate the challenges of crises and conflicts, such as the Israel-Hamas conflict. The course covers topics such as understanding the conflict, staying safe during a crisis, and building resilience to cope with the impact of the conflict. Participants who successfully complete the course receive a certificate from Workplace Options.

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CERTIFICATION, CERTIFICATES & TRAININGS

LinkedIn

10/2022

How to Support Your Employees' Well-being - Training

- The course covers topics such as understanding the importance of employee well-being, identifying signs of stress and burnout, and creating a supportive work environment. Participants who successfully complete the course receive a certificate from LinkedIn Learning.

Subtle Shifts in Thinking for Tremendous Resilience - Training

- The training "Subtle Shifts in Thinking for Tremendous Resilience" is a course offered by LinkedIn Learning. It is designed to help individuals develop resilience by making small, subtle shifts in their thinking patterns. The course covers topics such as understanding the connection between thoughts and emotions, identifying unhelpful thinking patterns, and learning strategies to challenge and change these patterns. Participants who successfully complete the course receive a certificate of completion from LinkedIn Learning.

Business Health Systems (BHS)

08/2022

Achieving Harmony: How to Maintain a healthy Work/Life Balance - Training

- Training designed to help individuals maintain a healthy work-life balance by providing practical tips and strategies for managing time, setting boundaries, and prioritizing self-care. The course covers topics such as understanding the importance of work-life balance, identifying signs of imbalance, and developing a personalized plan for achieving harmony. Participants who successfully complete the course receive a certificate of completion from BHS.

Building Effective Teams in a Digital Workplace

- Training designed to help individuals and organizations build and manage effective teams in a digital workplace. The course covers topics such as understanding the characteristics of effective teams, leveraging technology to enhance team collaboration and communication, and managing virtual teams. Participants who successfully complete the course receive a certificate of completion from BHS.

Five Generation in One Workplace

- Training designed to help participants understand and manage the challenges and opportunities that arise from having multiple generations in the workplace. The course covers topics such as understanding the characteristics and preferences of different generations, managing generational differences and conflicts, and creating a workplace culture that is inclusive and supportive of all generations. Participants who successfully complete the course receive a certificate of completion from BHS.

META/Facebook

05/2022

Health Summit

- A three-hour virtual business summit focused on the innovative actions global organizations have taken to reduce health inequities before and during the COVID-19 pandemic by using various digital modalities to reduce disparities and increase inclusive health access, information, and education.

The American Psychological Association (APA)

04/2022

Workplace Mental Health Action Summit

- A two-hour virtual business summit focused on developing innovative actions employers are taking to strengthen psychological safety at work, improve access to mental health benefits, and center equity in their mental health strategy.

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The Mental Wellness Society <i>Psychological Assistance for Refugees</i> A webinar focused on supporting refugees in building resiliency and providing psychological assistance.	03/2022
Adventist Development and Relief Agency (ADRA Bahamas) <i>Introduction to Disaster Risk Reduction and Resilience</i> A webinar focused on building community resilience and disaster risk reduction for communities at risk for natural disasters such as hurricanes.	03/2022
Inter-Agency Standing Committee <i>Engaging Men & Boys in MHPSS in Emergency Settings and Displacement</i> Training focused on supporting and providing Mental health and psychological services to men and boys during emergency settings	01/2022
Black Emotional and Mental Health Collective (BEAM) <i>Black Masculinity, Consent and Leadership - 04/2021</i> A webinar course focused on supporting the issues of adolescent and adult men.	04/2021
Next Concept HR Association <i>Mastering Difficult Conversations While Working Remotely</i> A webinar focused on navigating and supporting the navigation of conflict resolution and mediation in the virtual workplace.	04/2021
Pan American Health Organization (PAHO) <i>Psychological First Aid in Disaster Management in The Caribbean</i> Certification training to provide psychological first aid during a natural disaster.	01/2021
Dr. Mitch Rosenwald, PhD, LCSW <i>Providing a Toolkit for Helping Communities Thrive During a Crisis - 07/2020</i> A webinar course focused on identifying and developing resources to build psychological safety in communities experiencing a crisis.	07/2020
Barry University – Dr. Katsiaryna Matusevich <i>Leading in Times of Crisis: Coaching Skills for Leaders</i> A webinar course focused on leading during a crisis	06/2020
The Chicago School of Professional Psychology <i>Cultivating and Championing Emotional Wellness Amidst COVID-19</i> A certificate course focused on cultivating and championing wellness during the COVID-19 pandemic	06/2020
University of Michigan <i>Leading for Equity, Diversity, and Inclusion in Higher Education</i> A certifying course focused on equity, diversity, and inclusion in higher education settings.	06/2020

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ESSEC Business School

06/2020

Diversity and Inclusion in the Workplace

- A certifying course focused on diversity and inclusion in the workplace.

Harvard Graduate School of Education

05/2020

Teaching to Navigate Challenge and Adversity

- A webinar course focused on understanding how to support students in the pandemic.

Yale University

04/2020

The Science of Wellbeing

- A certifying course focused on the science of personal wellbeing and evidenced based tools towards developing optimal personal wellness.

Collaborative For Academic, Social and Emotional Learning (CASEL)

04/2020

Cares, Virtual

The Science of Wellbeing

- A webinar-based on building personal resilience and positive wellbeing and how to support others and students to do the same.

The Safe Zone Project

01/2020

Self-Zone Trainer

- A webinar-based on building personal resilience and positive wellbeing and how to support others and students to do the same.

Dr. Ignacio Jazero, PhD

09/2019

Eye Movement Desensitization and Reprocessing (EMDR) Integrative Group Treatment

Protocol for Ongoing Traumatic Stress (EMDR-IGTP-OTS) - 09/2020

- A webinar-based on building personal resilience and positive wellbeing and how to support others and students to do the same.

Dr. Ignacio Jazero, PhD

09/2019

Acute Stress Syndrome Stabilisation Procedure – Individual and Group Modalities

(ASSYST-G, ASSYST-G)- 09/2019

- In response to 2019 Hurricane Dorian, trained in bilateral desensitization group and individual protocols based on the principles of EMDR to support survivors of the hurricane.

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GLOBAL STAFF CARE & EMPLOYEE WELL-BEING PROFESSIONAL

REFERENCES

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