**Courageous Conversations** – This session walks the learner through the steps to lead conversations we never like or want to have. Attendees will not only learn how to approach the discussion, but also how to handle the variety of responses they may receive.

**Conducting Effective 1:1s** – An important factor to retention is the relationship one develops with the employees they support. This session gives the learner strategies to conduct effective 1:1 conversations to build rapport as well as gain trust.

**Creating a Culture of Appreciation** – Everyone likes to be seen and appreciated for a job well done. This course will offer ways in which leaders can develop a culture of appreciation as well as how to avoid the pitfalls of falling short of their intention.

**Leadership and Communication** – This interactive session not only highlights the top qualities of leadership, but also focuses on how effective (or ineffective) communication can impact the message.

**Trauma Informed Care and Building Resiliency** – In this course, the concept, history and practice of Trauma Informed Care is discussed as well as strategies to support teams in building resiliency.

**Change Management** – Change within an organization doesn’t happen without planning, work, and communication. This session will review the necessary steps to implement organizational change in a way that builds buy-in rather than resistance.

**The Language of our Work** **and World**– Like many things, language evolves with time. In this session, we will discuss the changes to language as it pertains to the field of disabilities, as well as provide the learner with the most up to date vocabulary that demonstrates respect for those we support.

**Strategies for Retention** – This session will take the attendees back to some of the basics of leadership, and the various strategies to improve employee retention.

**Recognizing and Responding to Microaggressions** – In the pursuit of growth and inclusion, we must also be able to recognize the ways in which progress can be deterred without intention. This session will explore what microaggressions are and how best to address them when noted.

**Embracing Change** - Change can be difficult, but when seen through a lens of possibility, it is achievable. This course works to reframe the typical perception of change to one of opportunity!