

Marketing Information

JANUARY 6, 2022 | 1:00 - 3:15 PM CT

YOU DON'T HAVE TO BE A THERAPIST TO BE THERAPEUTIC: HOW PARKS & RECREATION LEADERS CAN RECOGNIZE TRAUMA & PROMOTE RESILIENCE

Dr. Mimi Graham, Director, Florida State University Center for Prevention & Early Intervention Policy

This two-hour session will provide the basics of trauma and adverse childhood experiences including understanding the impact of trauma on brain development, behavior, and mental and physical health. Attendees will learn strategies for working with children with trauma histories and how to use a trauma informed approach to achieve better outcomes.

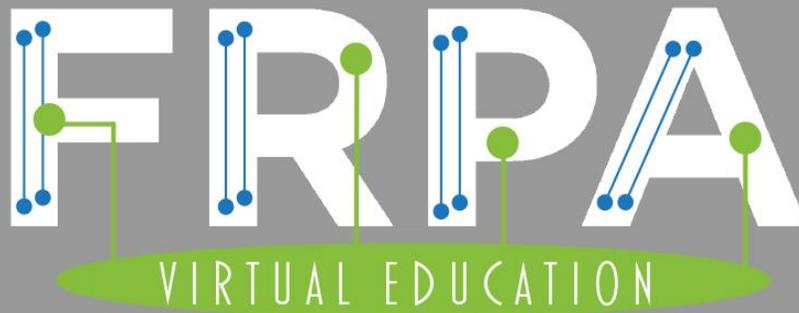
Learning Objectives

- Demonstrate how to identify trauma.
- Describe ACEs as a significant risk factor to later life and health disparities.
- Integrate strategies for working with children with trauma histories into work.



About Dr. Mimi Graham: Dr. Mimi Graham, is Director of Florida State University Center for Prevention and Early Intervention Policy, a center of excellence in trauma, infant mental health, human trafficked pregnant teens, and policy & best practices during the pivotal first 1,000 days of life. She pioneered a statewide infant mental health movement building clinical capacity, co-founding the Florida Association for Infant Mental Health and infusing infant mental health across systems as showcased in Florida's Cutting-Edge Trauma Initiatives. As a member of the Florida Supreme Court Committee on Children, she spearheads Florida's Early Childhood Court Initiative,

integrating mental health into courts to break the multigenerational cycle of ACEs. She is a Fellow of Zero to Three National Center for Infants, Toddlers & Families and recipient of the 2019 Voice for Children Award, 2017 Florida Tax Watch Productivity Award for Early Childhood Court, and the Children's Advocate Award, Legal Services of North Florida and the Florida Bar's Medal of Honor.



Marketing Information

JANUARY 18, 2022 | 10:30 – 11:45 AM CT

YOUR ATTITUDE DETERMINES YOUR ALTITUDE

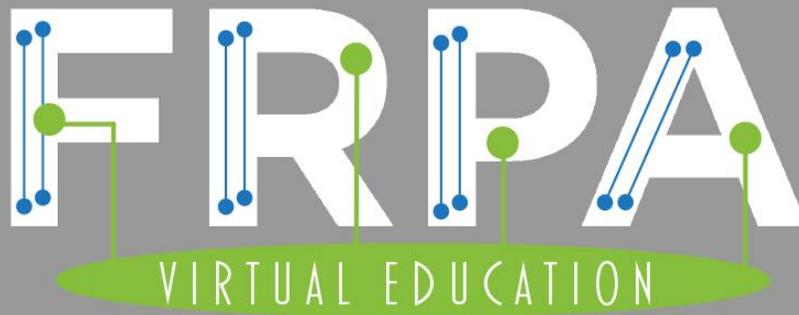
Marie Knight, Knight Leadership Solutions

We often cannot choose our circumstance, however, the powerful choice we always have is choosing our response in the moment. Choosing the right attitude when life, whether personal or professional, puts us in hot water, determines our success in that moment, and in the future. Participants will learn about the power of choice, and how shifting our paradigm about certain F-Words (Fear and Failure) will help to raise our Altitude.



About Marie Knight: Marie is currently the owner of Knight Leadership Solutions – working with municipal agencies across the country to help them strengthen their greatest asset- their people. Marie spent over 35 years in the municipal services arena working in a variety of communities from small beach communities to one of the largest metropolitan cities in the nation. During her municipal government career, she has lead teams in excess of 1,000 people, managed annual operational budgets over \$56 million dollars, and had oversight of over \$100 million dollars in capital improvement projects. Marie has served her profession, multiple municipal government agencies, many area non-profit organizations, and various professional associations for the past 35 years as a highly sought-out speaker, facilitator, coach, teacher, and trainer. As a highly experienced and motivated facilitator and consultant, her expertise in the areas of Strategic Reimagine Planning, Employee Development, Customer Service, Leadership Development, Executive Coaching, Talent Management, Change Management, Corporate Culture, Telling Your Story, Non-profit Board

Development, Time Management and Creating High Performing Teams and has changed lives and transformed organizations. She has conducted over 100 workshops, training sessions, and keynote speeches for California Parks and Recreation Society and various government and non-profit agencies throughout the state of California as well as for State Associations in Colorado, Missouri, and Illinois. Through the years she has created several award-winning Team and Culture Improvement programs and services and is a recipient of the California Parks and Recreation Society (CPRS) Coveted Leadership Award, and a five-time CPRS Presidents Award recipient for her contributions to the profession and to raising future leaders. Marie is a Certified Coach, Teacher, Trainer, and Speaker with the leading leadership organization in the world, the John Maxwell Team. She is also a certified behavioral specialist in the John Maxwell DISC Method.



Marketing Information

FEBRUARY 8, 2022 | Noon – 1:15 PM CT

THE 3 C'S OF A STRONG TEAM: COORDINATION, COOPERATION, COLLABORATION

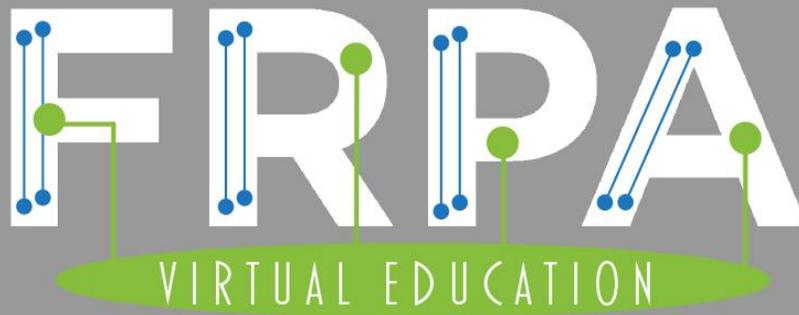
Marie Knight, Knight Leadership Solutions

Elevating your team to a high performing team means that you must create a culture that nurtures the progression through the Three C's: Coordination, Cooperation, and Collaboration. Participants will learn the difference between the Three C's and their role in daily operations and walk away with a road map of how to take your team from the lowest level of interaction – Coordination, to the highest-level Collaboration.



About Marie Knight: Marie is currently the owner of Knight Leadership Solutions – working with municipal agencies across the country to help them strengthen their greatest asset- their people. Marie spent over 35 years in the municipal services arena working in a variety of communities from small beach communities to one of the largest metropolitan cities in the nation. During her municipal government career, she has lead teams in excess of 1,000 people, managed annual operational budgets over \$56 million dollars, and had oversight of over \$100 million dollars in capital improvement projects. Marie has served her profession, multiple municipal government agencies, many area non-profit organizations, and various professional associations for the past 35 years as a highly sought-out speaker, facilitator, coach, teacher, and trainer. As a highly experienced and motivated facilitator and consultant, her expertise in the areas of Strategic Reimagine Planning, Employee Development, Customer Service, Leadership Development, Executive Coaching, Talent Management, Change Management, Corporate Culture, Telling Your Story, Non-profit Board

Development, Time Management and Creating High Performing Teams and has changed lives and transformed organizations. She has conducted over 100 workshops, training sessions, and keynote speeches for California Parks and Recreation Society and various government and non-profit agencies throughout the state of California as well as for State Associations in Colorado, Missouri, and Illinois. Through the years she has created several award-winning Team and Culture Improvement programs and services and is a recipient of the California Parks and Recreation Society (CPRS) Coveted Leadership Award, and a five-time CPRS Presidents Award recipient for her contributions to the profession and to raising future leaders. Marie is a Certified Coach, Teacher, Trainer, and Speaker with the leading leadership organization in the world, the John Maxwell Team. She is also a certified behavioral specialist in the John Maxwell DISC Method.



Marketing Information

MARCH 2, 2022 | Noon - 1:15 PM CT

LIVING IN EXTRAORDINARY (STRESSFUL) TIMES AND WHY RESILIENCY MATTERS

Lori A. Hoffner, Trainer and Consultant, Supporting CommUnity, Inc.

Every single organization must deal with issues and events that are beyond their control, unfortunately many of those are distressing. These events can test us all at a very personal and human level and yet, we believe that we should be able to “pull ourselves up by the bootstraps” and continue on. However, because workplace turbulence has increased, so has the focus on resilience. Increasingly, teams need to adapt quickly and operate in uncertainty, while still managing high job demands. The current pandemic and social unrest have only increased the pace at which this is happening. Teams need ways to sustain their effectiveness and relevance in this environment without comprising physical and psychological health. An organization’s viability depends on the agility of both its operating systems and people to create sustainable solutions – for the business, for its people, and for the community served.

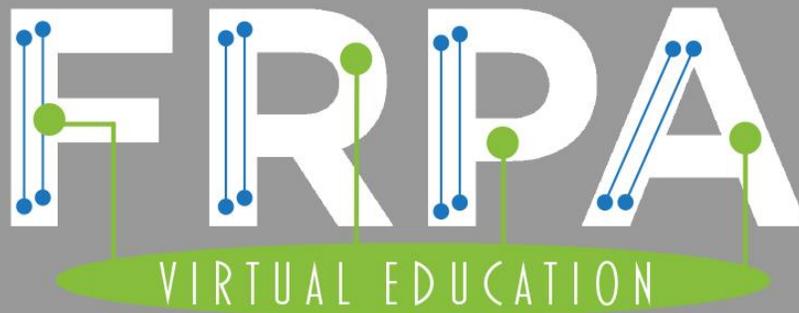
Learning Objectives

- Explore the three different levels of trauma and how they affect individuals differently.
- Outline a plan to create a help-seeking environment that supports staff at all levels.
- Identify steps of recovery that include resiliency for the staff, the organization and the community served.



About Lori Hoffner:

Lori A Hoffner has been offering training for positive youth development, community networking, and organizational relationship building since 1997 and has spoken nationally regarding youth program development, employment, and staff engagement as well as multiple community issues. For 11 years, Lori was the Executive Director of PACCT, a small non-profit in Jefferson County, Colorado, an organization dedicated to the success of youth and community. Lori specializes in positive staff and organizational relationships based on generational studies and research. Additionally, she has years of experience with youth programming, program development and youth staffing.



Marketing Information

MARCH 15, 2022 | Noon – 1:15 PM CT

POKING THE BEAR: FINDING THE SOFT SPOTS ON YOUR TEAM AND MAKING THEM STRONGER

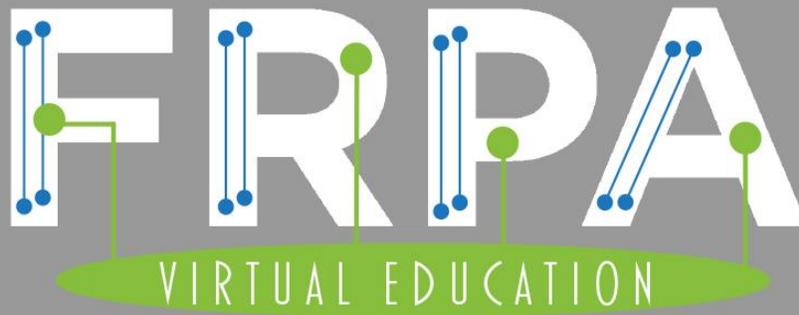
Marie Knight, Knight Leadership Solutions

As leaders we need to be constantly evaluating the strengths and weaknesses of our team in order to determine where and when change is needed to help us to achieve the greatest success possible. Participants will learn to identify the various “Soft Spots” of weakness on their team, and be provided with an outlined approach to turning things around from the inside out.



About Marie Knight: Marie is currently the owner of Knight Leadership Solutions – working with municipal agencies across the country to help them strengthen their greatest asset- their people. Marie spent over 35 years in the municipal services arena working in a variety of communities from small beach communities to one of the largest metropolitan cities in the nation. During her municipal government career, she has lead teams in excess of 1,000 people, managed annual operational budgets over \$56 million dollars, and had oversight of over \$100 million dollars in capital improvement projects. Marie has served her profession, multiple municipal government agencies, many area non-profit organizations, and various professional associations for the past 35 years as a highly sought-out speaker, facilitator, coach, teacher, and trainer. As a highly experienced and motivated facilitator and consultant, her expertise in the areas of Strategic Reimagine Planning, Employee Development, Customer Service, Leadership Development, Executive Coaching, Talent Management, Change Management, Corporate Culture, Telling Your Story, Non-profit Board

Development, Time Management and Creating High Performing Teams and has changed lives and transformed organizations. She has conducted over 100 workshops, training sessions, and keynote speeches for California Parks and Recreation Society and various government and non-profit agencies throughout the state of California as well as for State Associations in Colorado, Missouri, and Illinois. Through the years she has created several award-winning Team and Culture Improvement programs and services and is a recipient of the California Parks and Recreation Society (CPRS) Coveted Leadership Award, and a five-time CPRS Presidents Award recipient for her contributions to the profession and to raising future leaders. Marie is a Certified Coach, Teacher, Trainer, and Speaker with the leading leadership organization in the world, the John Maxwell Team. She is also a certified behavioral specialist in the John Maxwell DISC Method.



Marketing Information

APRIL 26, 2022 | Noon – 1:15 PM CT

WHAT'S ON THE HORIZON; EVERYTHING FROM Y TO Z

Lori A. Hoffner, Trainer and Consultant, Supporting CommUnity, Inc.

A workplace with multiple generations continues with the incoming Generation Z. Understanding the dynamics of this younger group gives you a better opportunity for retention of members of this generation either as staff or as a consumer. Together we will learn the similarities and differences between the Gen Y/Millennials and the up-and-coming Gen Z generations. Better understand how today's young adults, teens and youth think and behave in order to benefit your organization. We will discuss trends in education, employment and the offline experience and how it impacts the way the younger generations interact in the "real world". You'll learn how to create an environment of cooperation and open-mindedness that will help you communicate across these unique and powerful groups.

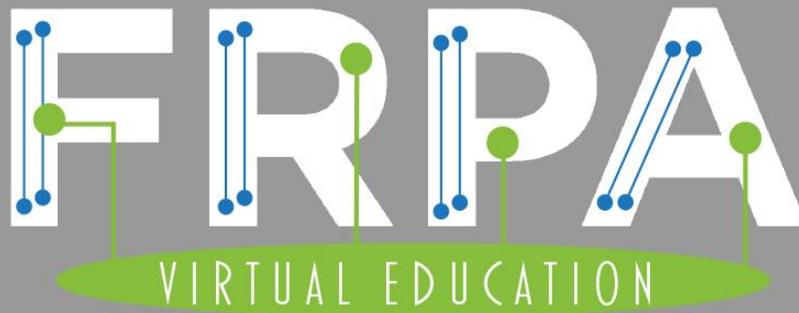
Learning Objectives

- Discuss the nuances of a Xennial, Millennial, and Gen Z and why understanding both the differences and similarities within those generations provides invaluable awareness for retention.
- Outline effective leadership styles and the power of mentor relationships in the workplace for both the younger Millennial and Gen Z.
- Define personal or individualized branding and why it's important for staffing and customers that are a part of the younger generations.



About Lori Hoffner:

Lori A Hoffner has been offering training for positive youth development, community networking, and organizational relationship building since 1997 and has spoken nationally regarding youth program development, employment, and staff engagement as well as multiple community issues. For 11 years, Lori was the Executive Director of PACCT, a small non-profit in Jefferson County, Colorado, an organization dedicated to the success of youth and community. Lori specializes in positive staff and organizational relationships based on generational studies and research. Additionally, she has years of experience with youth programming, program development and youth staffing.



Marketing Information

MAY 25, 2022 | Noon – 1:15 PM CT

INVESTING IN ME: HEALTHY MIND, HEALTHY BODY, CONTENTED LIFE

Regina Novak, Health Educator & Financial Coach, RCM Financial Coaching

Self-care is not selfish-it is essential. We may be called to serve others, but if we do not first serve ourselves, our health and wellbeing suffers. This impacts us, our close relationships and the people we serve. In this virtual education session, we will explore how to truly care for our total self and grow into the best version of ourselves, personally and professionally.

Learning Objectives

- Define and describe what true wellbeing entails and how our mental health impacts every other area of wellbeing.
- Explore myths surrounding self-care, mental health and wellbeing and how we can bust these myths to support ourselves, our colleagues and the people we serve.
- Discuss the consequences of not investing in ourselves, how to check in regularly with ourselves to assess “how we are” and discover ways we can intentionally plan self-care into our daily lives.



About Regina Novak:

Regina Novak is the founder of RCM Financial Coaching. She is a health educator, financial coach, swim lesson instructor, mom of two, and lover of nature and the outdoors. She believes that organizations thrive and serve their communities best when the teams are healthy and united around a common purpose. Regina is especially interested in the psychology of behavior change and how people can grow and change with the right motivation, mindset and behaviors aligned with their overall life goals. She is committed to helping others grow and flourish and continues her own

mission to grow and thrive and live her best life possible. Regina works with employer groups to help support their wellbeing and engagement strategy.