

# **TRAINING MANAGERS SEMINAR 2017**

**“BONFIRE AND TRAINING...OUTSTANDING!”**



**OCTOBER 24 – 27, 2017**

**MONTEREY TIDES HOTEL**

**2600 SAND DUNES DRIVE, MONTEREY, CA 93940**

**SPONSORED BY:**

**BAY AREA TRAINING OFFICERS (B.A.T.O.)**

## COURSE OFFERINGS:

### NEW AND BETTER

Four primary areas of perspective: HeartSET MindSET SkillSET ToolSET



As a dedicated public servant to this nation, **Ramon Barboza** served in law enforcement for twenty-five years with the Reno Police Department in Nevada and retired from the rank of Sergeant. During his tenure, Ramon trained numerous police agencies and community organizations throughout the country and is a highly regarded expert in the field of Community Policing and Problem Solving, Leadership and Diversity.

As an independent consultant for some of the world's foremost authorities on Leadership and Diversity practices, Guardian Quest, Satori, and Franklin Covey. Ramon has delivered instruction to many Fortune 500 companies and governmental organizations. In this capacity, Ramon is informed and knowledgeable with the ability to provide passionate professional keynote presentations and training delivery to law enforcement professionals.

Ramon delights in moving and captivating audiences toward reaching their highest human potential. It matters not our challenges. What matters is our deepest level of commitment and desire to make oneself, someone or some things better. The bottom line, WE MATTER! And the greatest part of this is the WE get to choose.

The phrase, "The Power of One Can Equal Many" daily influences the personal and professional life of Ramon. As a child who grew up with many challenges, he recognizes that his success can be attributed to just a few individuals that gave much of themselves so that one day he could give back. Today and always is that day!

### TAKE LIFE INTO YOUR OWN HANDS

This training provides simple, hands-on health promotion tools, stress-reducing techniques, recipes, and empowering exercises. Trainings are rooted in Yoga and Ayurveda, the ancient sister sciences of healthy living. As a holistic medical system of healing, Ayurveda addresses the root causes of health problems at the levels of the body, mind, soul, and five senses.



**Ananta Ripa Ajmera** is author of *The Ayurveda Way* (Storey Publishing, 2017), a bestselling book on Amazon. She is a Certified Ayurveda Health Practitioner and Yoga Instructor who continues to study closely with Acharya Shunya, a renowned master teacher whose lineage extends back to ancient India. She serves as Director of Branding and Yoga Studies at Vedika Global, a foundation Acharya Shunya established to awaken health and consciousness with Ayurveda, Yoga and Vedanta. She has taught Ayurveda at Stanford School of Medicine's Health Improvement Program and is certified to teach Ayurveda staff trainings at all prisons and police departments in California. Ananta has additionally taught at UNICEF, California Department of Public Health, NY Insight Meditation Society, NYU and more. She has spoken at the National Ayurvedic Medical Association (NAMA), Silicon Valley's Health Technology Forum, and the invite-only Social Innovation Summit for Fortune 500 executives, government leaders and top social entrepreneurs. Her book has been featured on Fox News and Reader's Digest. She graduated from NYU Stern Business School, where she received an honors degree in marketing and was a Catherine B. Reynolds Scholar in Social Entrepreneurship.



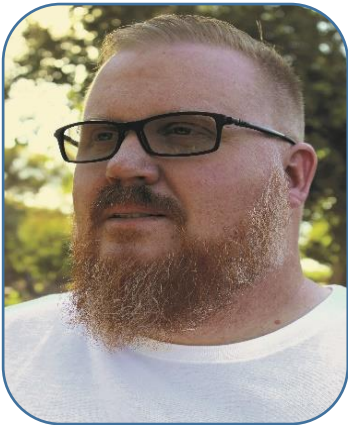
# BOARD OF STATE AND COMMUNITY CORRECTIONS

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## CALIFORNIA

## LEARNING PORTAL

This training will cover how to use the Learning Portal to deliver, track, and manage the department's training function. Attendees will explore the various ways the Learning Portal can help deliver e-learning, blended learning, peer to peer learning, and manage instructor led training. Attendees will also be introduced to a variety of innovative ways to capture training hours and develop learning tracks for required or mandated training.



**John Prince** has been an STC Field Rep for 16 years and has provided training statewide in Team Development, Organization Health, Instructor Development, Core Course Development, and several other training related topics. Prior to STC, he was a Lieutenant for the Imperial County Sheriff's Department.



**Chelsea Paez** has worked for the STC division for 3 years and is currently the Program Analyst and Learning Portal "super user." Chelsea has completed the STC Instructor Development Course and is ToP's Facilitated Methods certified. She holds a bachelor's degree in ethnic studies from California State University Sacramento. She has had experience instructing at prior TMS and STC Core Coordinator Regional Training and Meetings (CCRM), among others.

## INCLUSIVE LEADERSHIP

Blue Courage is passionate about delivering dynamic, innovative, relevant, cutting edge solutions that transform hearts and minds while producing immediate and sustaining results. This workshop will focus on Diversity and Inclusion, Leadership, and Team Building.



An accomplished trainer and facilitator, **Chisa Golbourne** brings enthusiasm, passion, and energy to the training room. Before joining the Blue Courage, Chisa was the Casino Operations Manager at the Excalibur Hotel & Casino in Las Vegas. She helped the organization identify problems, pinpoint solutions, ensure customer satisfaction and developed ongoing training programs for over 400 Casino employees. She created ACES HIGH, a six-month professional growth, and development program. She was the driving force behind “We Create the Results We Get”, an experiential learning course each month for all casino leadership that focused on leadership and high-performance teams. Chisa earned a Bachelor of Arts in both Psychology and Sociology from Rutgers University. She has delivered training programs for Fortune 500 companies, federal, state, and local governments.

## TURNING SUBJECT MATTER EXPERTS INTO EFFECTIVE TRAINERS

This training covers the basics of and challenges around curriculum design and the anatomy of an 8 or 4-hour training day including how to create, implement, and debrief activities with instructors. This course models how to create and order learning objectives, the ABCs of course/time structure, generic issues that come up organically in group work, using media, and PowerPoint do's/don'ts. Training is part science and part art. This course is designed to show those with content area knowledge the skills of becoming a facilitator: moving attendees around, the basics of vetting good instructor candidates, and “extreme vetting.” Also examined is the vital nature of debriefing with trainers for trainer growth and to determine trainer commitment levels. Communication skills, dealing with the downside of working with SMEs, and trying to overcome challenges for Training Managers are also covered. Creating incentives for instructors is explored as is “building your bench.” The process is to put a structure around recruiting, working, and retaining SMEs. Working with them and helping them grow into mature staff, with developed training skills, is as vital as is their SME status.



**Lee Comer** has over 15 years of experience architecting and delivering innovative curriculum for government agencies, primarily law enforcement, throughout California. Lee works with content area experts and, with them, develops training programs that engage learners and produce optimal results. As resources shrink, it becomes increasingly crucial to present information in a variety of ways to a variety of learners and learning styles. Skills taught must be retained and information must be absorbed. Training should create a shift in culture and bring about changes in workplace behavior. Lee's professional mission is to offer interactive, substantial, reliable training that transfers to the workplace.

## CHANGE MANAGEMENT TRAINING

Being adaptable to quickly adjust to continuous change as well as being expert at leading through complex change is more important than ever. Change is a way of life, and proficient navigation in its turbulent waters is a strategic imperative. Simply put, managing change is a required skill for all Training Managers.



**Zakiya Khalfani** is a certified trainer by the State of California. She worked for the Department of Corrections and Rehabilitation for over 23 years, rising to the ranks of senior management. During the last 15 years of her career, she was responsible for overseeing multi-million dollar budgets, personnel management and the mandated training and development of State employees. She has provided crucial training for the counties of San Mateo, San Francisco, and Alameda for nine years, in various subjects within the realm of interpersonal skills. Having been awarded three Northern California County contracts, Zakiya is preparing to launch a professional development training company, that also provides coaching, consulting, and conflict resolution services. Zakiya has a bachelor's degree from the University of Southern California and is also certified in *Leadership Challenge*, *The Heart of Coaching*, *Graphic Facilitation*, and *Change Management*.

## EMERGING INSTRUCTIONAL TECHNOLOGY

In the last decade technology has reshaped the educational landscape. Today we have more educational tools than ever before. Online platforms and software applications have improved the quality of outcome-based training and significantly reduced costs. In this workshop we will learn how to marry proven student-centered facilitation practices with emerging instructional technology. We will examine strategies to reduce costs and improve effectiveness using these new tools. Students will walk away with the ability to implement these latest developments into their curricula.



**Kris Allshouse** serves as Executive Director for the Los Angeles County RTC, and teaches at Golden West College. He has designed and taught over 60 courses for CA Law Enforcement including the POST IDI Advanced Instructor Course and the Master Instructor Certification Course. Kris developed the RRAC Coaching model, which resulted in his keynote address to the CA POST Instructor Symposium in 2011. In April 2012, Kris was honored to receive the CA POST ICI Robert Presley Founder's Award. He has received several additional awards for instruction and curriculum development within the POST Instructor Development Institute. Kris created the 85% Rule© and the ISD Triangle©. His published works include: "What Happened to Public Trust," "The 85 Percent Rule: Effective Outcome-Based Instruction," and "What Do You Mean I'm Wrong?"

## **SURVIVING COMPASSION FATIGUE: THE IMPORTANCE OF SELF-CARE**

This course explains the concept of Compassion Fatigue (also known as Secondary and Vicarious Trauma), which professionals sometimes encounter. Training Managers will be able to transfer this knowledge and skillsets to their staff, instructors, and training providers. Participants will learn to recognize early warning signs, symptoms, causes, triggers, and the impacts of Compassion Fatigue in themselves and in colleagues. They will also be taught strategies and methods to mitigate the effects, and create inner regulation states rapidly.



**Beverly Kyer, MSW, CSW, ACSW** has been a public speaker, educator, and an author for more than 36 years with specialties in Post-Traumatic Stress Disorder; the Trauma Impact on Brain Development, Behavior and Learning in Children, and Adults, and Compassion Fatigue, AKA Secondary or Vicarious Trauma.

Beverly has served as the EAP Employee Assistance Program Coordinator, and the Assistant Chief of Social Work Services, Bronx N.Y. Veteran's Administration Medical Center. She has served several years working with Military Veterans, and with children and families receiving medical & psychiatric care, and those in Juvenile Justice and the Foster Care Systems. Beverly is a Certified Compassion Fatigue Specialist, and is the Founder and CEO of The Kyer Group Corporation, a team of compassionate Trauma Informed Specialists, who helps those in the Helping Professions and Family Caregivers.

Beverly travels throughout the country with a mission to educate, inspire and support recovery, resilience, capacity, effectiveness and determination for Professional Service Providers, and Family Caregivers to the physically and mentally challenged; the victimized, traumatized and most vulnerable in society; our children.

Roles in her career include: Trainer/Educator, Readjustment Counseling Therapist, Psychiatric and Medical Social Worker, Social Work Field Placement Supervisor for Columbia University, Health Care Program Coordinator, Social Work Supervisor and Grief & Loss and Trauma Informed Educator, Counselor, Coach and Consultant. Beverly has joined UC Davis Extension, Fresno State, and San Diego State University as an Instructor.

Beverly Authored two books about secondary and vicarious trauma in Service Providers and Caregivers. Her participatory training style creates an interactive and collaborative learning environment focused towards seeking answers and promoting Self-Care via her Healthy Workplace Initiative.



## MANAGING UPWARDS: HOW TO EFFECTIVELY COMMUNICATE WITH YOUR MANAGERS AND ADMINISTRATORS

Creating value driven partnerships is the focus of this training. Exploring rank structure and communications styles inside law enforcement organizations for efficacy of leadership, the purpose. Everyone leads someone; how might you be responsible or your leadership?



Annmarie Gray is a retired sergeant that brings her life experiences as a “street cop” and a leadership coach into the learning environment to increase sound decision-making and accountability within the law enforcement arena.

Over the past 15 years, Annmarie has trained hundreds of supervisory law enforcement professionals. Her workshops highlight the debilitating nature of stress and its effect on good judgment and reliable assessment.

Using almost three decades of practical application and research, participants of Annmarie’s programs anchor characteristics of compassion, vulnerability and service in the workplace, on the streets and inside the building to elevate their influence. Annmarie is a native of Southern California, but currently lives in Nashville, Tennessee.

## THE SCIENCE OF FORGIVENESS, STRESS MANAGEMENT AND HAPPINESS

This session discusses the extensive research on the training and measurement of forgiveness therapy. The research demonstrates that learning forgiveness leads to increased physical vitality, hope, greater self-efficacy, enhanced optimism and conflict resolution skills. It also shows that forgiveness lessens the physical and emotional toll of stress, and decreases hurt, anger depression, and blood pressure.



**Dr. Frederic Luskin** is the author of the best seller *Forgive for Good: A Proven Prescription for Health and Happiness* and *Stress Free for Good*. He has worked with many organizations and has trained lawyers, doctors, church leaders and congregations, hospital staffs, teachers and other professionals to manage stress and enhance forgiveness all over the United States. Dr. Luskin’s work has been featured in *Time Magazine*, *O Magazine*, *Ladies Home Journal*, *U.S. News and World Reports*, *Parade*, *Prevention* as well as the *New York Times*, *Los Angeles Times*, *Chicago Tribune*, *U.S.A. Today*, and the *Wall Street Journal*.

Frederic Luskin, Ph.D. is the Director of the Stanford University Forgiveness Projects and an Associate Professor at the Institute of Transpersonal Psychology. He also serves as the Co-Chair of the Garden of Forgiveness Project at Ground Zero in Manhattan.