

In Collaboration With ASPA and TNCO

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Mark Your Calendar!

Reserve your spot for these in-demand trainings today!

Can't attend live? No worries, everyone who registers will get access to the recording for 30 days after the session. Don't delay! Registration ends when the training concludes.



Making a world of difference
in people's lives

Management Skills Basics- Supervisor Bootcamp

Thursday, January 28, 2026 | 10:00-12:00 PM | Virtual

Trainers:

Tom Speaks, Co-Founder, The Impact Group

Dr. Greg LaForme, Consultant, The Impact Group

[View Bios](#)

About this training:

Agencies serving individuals with intellectual disabilities and autism remain faced with significant challenges in recruiting and retaining a new generation of staff. National turnover rates range from 40% to 70%, making service continuity and quality difficult at best. A major variable in staff retention is the quality of your frontline supervisors. Do they have the basic skills to help minimize turnover or have they been “thrown” into their positions with little training? In this dynamic and humorous training, staff will learn the basics of supervision, characteristics of positive supervision, how to handle conflicts and behavioral correction, and more.

Training Perks:

- **NADSP approved for Frontline Supervisors.**
- Pending Approval CEUs: SHRM, HRCI.
- Recording of training sent to all registrants (available for 30 days).

Pricing

Discounted Pricing is available to members of PAR, ASPA, TNCO

Member Rate: \$95.00
 Member Group Discounted Rate: \$75.00
 PAR Family Subscription Rate: \$35.00

Non PAR, ASPA, TNCO Member Pricing

Non-Member Rate: \$150.00

Register below using the button that corresponds with the state you operate in:

Pennsylvania Registrants

All Other States Registrants

Implementing Recruitment Strategies to Engage Diverse Audiences

Thursday, February 12, 2026 | 10:00-1:00 PM | Virtual

Trainers:

Jonathan Meagher-Zayas, [Equity Warrior Strategies, LLC](#)
 Nicole Dama

About this training:

Recruiting should be a comprehensive strategy that includes human resources, marketing, and leadership. In order to truly attract talent from a diverse talent pool, especially at the leadership level, develop a comprehensive recruiting strategy. In this workshop, attendees will:

- Learn how to track and prioritize demographics
- Develop creative strategies to conduct outreach and recruitment
- Explore community partnerships to support your recruiting and other organizational goals.

Audience: Supervisors, Directors, CEOs and other leaders in the field of Intellectual Disabilities and Autism.

Training Perks:

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- Pending Approval CEUs: SHRM, HRCI.
- Recording of training sent to all registrants (available for 30 days).

Pricing

Discounted Pricing is available to members of PAR, ASPA, TNCO

Member Rate: \$85.00
Member Group Discounted Rate: \$70.00
PAR Family Subscription Rate: \$40.00

Non PAR, ASPA, TNCO Member Pricing

Non-Member Rate: \$140.00

Register below using the button that corresponds with the state you operate in:

Pennsylvania Registrants

All Other States Registrants

How to Have Difficult Conversations and Productive Conflict. The Good, The Bad, and the Total Train-Wrecks

Friday, February 27, 2026 | 10:00-12:00 PM | Virtual

Trainers:

Tom Speaks, Co-Founder, The Impact Group
Dr. Greg LaForme, Consultant, The Impact Group

[View Bios](#)

About this training:

As a leader, or soon to be leader, you must know how to successfully navigate conflict and how to have difficult discussions that are productive. Let's face it, most people hate conflict! The thought of disciplining someone makes your palms sweat and your heart pound so loud you can hear it in your ears! Conflict and difficult discussions can be hard! Yet, to be a successful leader you must learn how to handle conflict and embrace difficult discussions. We will show you how!

In this session participants will learn:

1. How To Deal with Difficult People
2. How to Confront and Address Undesirable Employee Behavior
3. How to model behavior that others will WANT to follow
4. How to clearly communicate and reinforce the behavior that you desire
5. Examples and role play scenarios will be presented around issues such as call off/scheduling conflicts, not wanting to take individuals served out on an outing (because it's too hot, too far, too inconvenient), not respecting individuals' rights, punctuality, and non-compliance with documentation

Audience: Supervisors, Directors, CEOs and other leaders in the field of Intellectual Disabilities and Autism

Training Perks:

- **NADSP approved for Frontline Supervisors.**
- Pending Approval CEUs: SHRM, HRCI.
- Recording of training sent to all registrants (available for 30 days).

Pricing

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Member Rate: \$95.00
Member Group Discounted Rate: \$75.00
PAR Family Subscription Rate: \$35.00

Non PAR, ASPA, TNCO Member Pricing

Non-Member Rate: \$150.00

Register below using the button that corresponds with the state you operate in:

Pennsylvania Registrants

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