

# 2026 PARedu

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## January

**Date:** 1/28/2026

**Title:** Management Skills Basics – Supervisor Bootcamp

**Time:** 10:00 am to 12:00pm EST

**Price:** Member rate \$95, nonmember: \$150, Group of 3 or more: \$75 each, PAR Family Subscription rate \$35

**Trainers:** [Tom Speaks and Greg LaForme](#)

**CEUs:** HRCI, SHRM, NADSP for FLS

**Recording Link:** yes

**Description** 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.

**This training is NADSP approved for Frontline Supervisors.**

**Audience:** Supervisors, DSPs, Managers, Program & HR Directors, and others working in the field of Intellectual Disabilities and Autism.

**Registration Link:** <https://par.memberclicks.net/supervisor-bootcamp-20260128-trainingconsortium>

## February

**Date:** 2/12/2026

**Title:** Implementing Recruitment Strategies to Engage Diverse Audiences

**Time:** 10:00 am to 1:00 pm EST

**Price:** Member Rate \$85, nonmembers - \$140, group of 3 or more - \$70 each, Family Subscription \$40

**Trainers:** [Jonathan Meagher-Zayes](#)

**CEUs:** HRCI, SHRM, NADSP for FLS

**Recording Link:** yes

**Description:** 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.

**This training is NADSP approved for Frontline Supervisors.**

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

**Registration Link:** <https://par.memberclicks.net/recruitmentstrategies-20260212-trainingconsortium>

**Date:** 2/27/2026

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

**Time:** 10:00 am to 12:00 pm EST

**Price:** Member rate \$95, nonmember: \$150, Group of 3 or more: \$75 each, Family Subscription rate \$35

**Trainers:** [Tom Speaks](#) and [Greg LaForme](#)

**CEUs:** HRCI, SHRM, NADSP for FLS

**Recording Link:** yes

**Description:** 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:

How to Deal with Difficult People

1. How to Confront and Address Undesirable Employee Behavior
2. How to model behavior that others will WANT to follow
3. How to clearly communicate and reinforce the behavior that you desire

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

**This training is NADSP approved for Frontline Supervisors.**

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

**Registration Link:** <https://par.memberclicks.net/productiveconflict-20260227-trainingconsortium>

## **March**

**Date:** 3/11/2026& 3/12/2026

**Title:** Frontline Supervisor Training – Two Day

**Time:** 10:00 am to 1:00 pm EST

**Price:** Members \$120, nonmembers - \$199, group of 3 or more - \$100 each, Family Subscription \$90

**Trainers:** [Sara Sherman](#)

**CEUs:** HRCI, SHRM, NADSP for FLS & DSPs

**Recording Link:** Yes

**Description** You've just received a big promotion, a new set of keys, access to approve timesheets, and an eager team to supervise, educate, support, and lead. Problem is, nobody's shown you how. As a frontline supervisor you are a pivotal link in the service delivery chain and the key to your organization's effectiveness. (*No pressure.*) You are now completely responsible for the performance of your team, regulatory compliance, translating instructions from upper management, and staff development, all while performing a multitude of administrative tasks and helping to ensure the health and welfare of those we serve. Chances are, you could use a few new tools in your management toolbox. In these two half-days of hands-on training with Sara Sherman, supervisors will:

- Learn the 10 Fundamentals of Supervision
- Discover the secret to finding and addressing the root cause of performance issues
- Identify their own supervisory strengths and vulnerabilities
- Understand two of the most challenging employee personality types, and learn how to stop them in their tracks
- Leave with a written Supervisory Success Outline

This training is a 6-hour training split over two days. Attendees should plan on attending both days of this two-day, two-part training.

**This training is NADSP approved for Direct Support Professionals and Frontline Supervisors.**

**Audience:** Supervisors and others working in the field of Intellectual Disabilities and Autism.

**Registration Link:** <https://par.memberclicks.net/frontlinesupervisor-2026031112-trainingconsortium>

**Date:** 3/19/2026

**Title:** **Change is Hard! How to Overcome Organizational Resistance to Important Change** (New Class!)

**Time:** 10:00 am to 12:00 pm EST

**Price:** Member rate \$95, nonmember: \$150, Group of 3 or more: \$75 each, Family Subscription rate \$35

**Trainers:** [Tom Speaks and Greg LaForme](#)

**CEUs:** HRCI, SHRM, NADSP for FLS

**Recording Link:** yes

**Description:** Explore effective strategies for managing organizational resistance to change. This session offers techniques to communicate changes clearly and implement them in ways that encourage acceptance and ownership by staff members.

**Learning Objectives:**

1. Identify common reasons for resistance to change within organizations.
2. Develop clear communication strategies to articulate changes to staff.
3. Implement change in a way that promotes staff acceptance, ownership, and engagement.

**This training is NADSP approved for Frontline Supervisors.**

**Audience:** All Intellectual Disabilities and Autism Stakeholders.

**Registration Link:** <https://par.memberclicks.net/changeishard-20260319-trainingconsortium>

## April

**Date:** 04/09/2026

**Title:** **Creating a Psychologically Safe Organization**

**Time:** 10:00 am to 1:00 pm EST

**Price:** Member rate \$85, nonmembers - \$140, group of 3 or more - \$70 each, Family Subscription \$40

**Trainers:** [Jonathan Meagher-Zayes](#)

**CEUs:** HRCI, SHRM, NADSP for FLS

**Recording Link:** Yes

**Description:** Despite many well-intentional leaders and a strong commitment to inclusion and belonging, many organizations still struggle with advancing initiatives and creating change to positively impact their organization. A main cause of the struggle: psychological safety. All employees, clients, and community members must feel safe discussing essential issues affecting the agency, providing feedback, learning from their mistakes, and suggesting new ideas. Providers attending this workshop will learn what psychological safety is, strategies to increase it, the benefits for organizations, and resources to help your organization navigate tough topics.

**Learning Objectives:**

- Understanding of psychological safety and its benefits for the organization
- Discover practical strategies to increase the different types of psychological safety
- Practice and apply these skills in engaging activities

This training is NADSP approved for Frontline Supervisors.

**Registration Link:** <https://par.memberclicks.net/safeorganization-20260409-trainingconsortium>

**Date:** 4/14 and 4/15/2026

**Title:** Creating an Internal Compliance Plan- TWO Days

**Time:** 10:00 am to 1:00 pm EST

**Members \$120, nonmembers - \$199, group of 3 or more - \$100 each, Family Subscription \$90**

**Trainers:** [Sara Sherman](#)

**CEUs:** HRCI, SHRM, NADSP for FLS & DSPs

**Recording Link:** Yes

**Description:** You know the rules, and your team is trained on the expectations; but your organization still struggles with compliance. There are too many panic moments, too much chaos, and internal and external audits reveal errors. How can this be?

The problem is that you don't have an effective internal quality assurance system.

With an effective internal QA system, you will:

- Catch errors quickly...before they become big problems.
- Quickly return to your QA system after an emergency or crisis. (Never get permanently derailed again.)
- Use a straightforward system of checks and balances to maintain compliance and catch errors, instead of just relying on 1 or 2 key personnel.
- Practically eliminate the new staff learning curve that inherently creates risk for your agency.
- Meet the compliance requirement of having an internal compliance system.

In this training participants will map out a high-level compliance blueprint that can easily be adapted for each agency's unique needs.

This training is a 6-hour training split over two days. Attendees should plan on attending both days of this two-day, two-part training.

This training is NADSP approved for Frontline Supervisors and Direct Support Professionals.

**Audience:** This training is designed for trainers, DSPs, frontline supervisors, managers, directors, executives and other stakeholders.

**Registration Link:** <https://par.memberclicks.net/internalcompliance-2026041415-trainingconsortium>

**Date:** 4/22/2026

**Title:** Boomer Said What? How to Manage, Motivate, and Communicate with Diverse Generations.

**Time:** 10:00 am to 12:00 pm EST

**Price:** Member rate \$95, nonmember: \$150, Group of 3 or more: \$75 each, Family Subscription rate \$35

**Trainers:** [Tom Speaks](#) and [Greg LaForme](#)

**CEUs:** HRCI, SHRM, NADSP for FLS

**Recording Link:** yes

**Description:** "Boomer said What?" Attendees will discover the defining characteristics of different age groups, master effective communication strategies tailored to each, and learn motivational techniques that transcend generational divides. This session promises to dismantle age stereotypes, fostering enhanced team collaboration and cooperation in a fun, interactive setting.

**Learning Objectives:**

1. Dismantling age centered stereotypes.

2. Enhance team collaboration.
3. Improve communication between generations.

**This training is NADSP approved for Frontline Supervisors.**

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

**Registration Link:** <https://par.memberclicks.net/diversecommunications-20260422-trainingconsortium>

**Date:** 4/29/2026

**Title:** Recognizing and Reporting Abuse (New!)

**Time:** 10:00 am to 12:00 pm EST

**Price:** \$60, nonmembers - \$130, group of 3 or more - \$40 each, Family Subscription \$15

**Trainers:** [Kathy McHale](#)

**CEUs:** HRCI, SHRM, NADSP for FLS

**Recording Link:** yes

**Description:** This session crosswalks to the NADSP competency area of “Direct Support”.

This class empowers professionals to protect the safety, rights, and dignity of individuals they support by strengthening their ability to recognize and respond to abuse, neglect, maltreatment, and rights violations. Participants will learn to actively observe staff interactions and service environments through an advocacy lens, identify early warning signs, and take immediate, appropriate action to safeguard individuals. The training emphasizes clear understanding and application of reporting requirements, while centering the voices, rights, and well-being of participants before, during, and after an incident, reinforcing a culture of protection and responsibility. In this session, participants will learn the following:

1. Recognize indicators of neglect, maltreatment, or rights violations.
2. Actively observe staff interactions and environments with an advocacy lens.
3. Take immediate, appropriate actions to safeguard participants.
4. Apply legal and organizational reporting requirements.
5. Support individuals’ voices and rights during and after incidents.
6. Model advocacy and accountability for their teams.

**Audience:** All Intellectual Disabilities and Autism Stakeholders.

**This training is NADSP approved for Frontline Supervisors.**

**Consortium Registration Link:** <https://par.memberclicks.net/recognizingreportingabuse-20260429-trainingconsortium>

## May

**Date:** 5/05/2026

**Title:** How to Create a Year’s Worth of Meaningful Activities on Just a Few Interests

**Time:** 10:00 am to 1:00 pm EST

**Price:** Members \$75, nonmembers - \$150, group of 3 or more - \$55 each, Family Subscription \$45

**Trainers:** [Sara Sherman](#)

**CEUs:** NADSP for FLS and DSPs

**Recording Link:** Yes

**Description:**

Is everybody a little bored?

Does it seem like the individuals you serve end up doing the same activities week in and week out?

Is it a struggle to come up with new ideas to keep life fresh and interesting for the individuals you serve and keep your DSPs busy and creative?

It's not easy to come up with new ideas day in and day out, but with a little know-how it is possible to leverage an individual's likes and hobbies to create a robust list of things to do.

In this hands-on session supervisors and managers will learn how to:

- Turn just a few interests of the individuals you support into a full calendar year of meaningful activities.
- Use an individual's interests to naturally connect to the community
- Empower DSPs to take the reins in planning, organizing, and implementing these activities.
- End "same old, same old" forever.

**This training is NADSP approved for Direct Support Professionals Frontline Supervisors.**

**Audience:** This training is designed for trainers, DSPs, case managers, frontline supervisors, managers, directors, executives and other stakeholders.

**Registration Link:** <https://par.memberclicks.net/meaningfulactivities-20260505-trainingconsortium>

**Date:** 5/19/2026

**Title:** Effective Communication Between Staff and Supervisors

**Time:** 10:00 am to 12:00 pm EST

**Price:** Member rate \$95, nonmember: \$150, Group of 3 or more: \$75 each, Family Subscription rate \$35

**Trainers:** [Tom Speaks and Greg LaForme](#)

**CEUs:** HRCI, SHRM, NADSP for FLS

**Recording Link:** yes

**Description:** The key to present and future agency success will be how well communications are performed between supervisors/managers and staff. Let's remember that Staff are a key to positive PR with individuals, stakeholders and the community. What they say reflects on YOUR agency and reputation, and will directly reflect how well your supervisory staff are trained in handling interpersonal interactions.

*In this training, participants will learn:*

1. How to identify key communication issues using focus groups!
2. The four (4) steps in fairly and empathetically interacting with stressed/angry staff.
3. The four (4) steps in objectively and fairly managing and directing staff.
4. At least one (1) strategy to use in building a positive workplace culture.

This training is NADSP approved for Frontline Supervisors.

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

**Registration Link:** <https://par.memberclicks.net/effectivecommunication-20260519-trainingconsortium>

## June

**Date:** 6/17/2026

**Title:** Essential Self Care Tips to Make Sure You are in the Game for Your Team, Those you Serve, and Yourself (New Class!)

**Time:** 10:00 am to 12:00 pm EST

**Price:** Member rate \$95, nonmember: \$150, Group of 3 or more: \$75 each, Family Subscription rate \$35

**Trainers:** [Tom Speaks](#) and [Greg LaForme](#)

**CEUs:** HRCI, SHRM, NADSP for FLS

**Recording Link:** yes

**Description:** COMING SOON!

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

This training is NADSP approved for Frontline Supervisors.

**Registration Link:** <https://par.memberclicks.net/selfcaretips-20260617-trainingconsortium>

**Date:** 6/23/2026

**Title:** Ongoing Training Techniques

**Time:** 10:00 am to 1:00 pm EST

**Price:** Members \$75, nonmembers - \$150, group of 3 or more - \$55 each, Family Subscription \$45

**Trainers:** [Sara Sherman](#)

**CEUs:** HRCI, SHRM, NADSP for DSPs & FLS

**Recording Link:** Yes

**Description:** One of the biggest challenges providers face as they work to maintain regulatory compliance is to ensure staff receive continual and ongoing training. The challenge is further compounded because employees are spread across service settings, counties, have differing schedules, and often work alone. Lack of ongoing training can be key reason for citations and regulatory non-compliance. Creativity and innovation are required in order keep staff on their toes and stay in compliance with requirements. In this online interactive session with Sara Sherman, supervisors and leaders in your organization will learn:

- The tools and techniques to implement ongoing staff training, even across multiple and diverse service locations.
- The biological barriers that make learning new information a challenge, and how to surpass those challenges.
- How to create a work culture that expects and strives for compliance.
- Methods to measure and track progress and identify shortcomings for quick remediation.

This training is designed for trainers, frontline supervisors, managers, directors, executives and other stakeholders.

This training is NADSP approved for Frontline Supervisors and Direct Support Professionals.

**Audience:** This training is designed for trainers, frontline supervisors, managers, directors, executives and other stakeholders.

**Registration Link:** <https://par.memberclicks.net/ongoingtrainingtechniques-20260623-trainingconsortium>

## July

**Date:** 7/14/2026

**Title:** Developing a Positive Culture for Staff and Individuals

**Time:** 10:00 am to 12:00 pm EST

**Price:** Member rate \$95, nonmember: \$150, Group of 3 or more: \$75 each, Family Subscription rate \$35

**Trainers:** [Tom Speaks and Greg LaForme](#)

**CEUs:** HRCI, SHRM, NADSP for FLS

**Recording Link:** yes

**Description:** A high quality, positive culture is critical for your Agency's success. In this post pandemic world filled with staff recruitment and retention issues and general societal negativity, it has become imperative to have a culture which is positive, supportive, and responsive. A culture YOU and your Staff brag about to family, friends, stakeholders and others!

In this training, participants will learn how to:

1. Teach staff the "true value" of their efforts.
2. Design positive messaging to Staff.
3. Create a daily positive interaction diet.
4. Construct an "OREO" communication message to ensure positive messaging is used when Individuals are the focus.
5. Take care of self during the "stressful" times.
6. Use the three secrets of positive engagement with Individuals and other stakeholders.
7. Avoid the five "no-no's"!

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

**This training is NADSP approved for Frontline Supervisors.**

**Registration Link:** <https://par.memberclicks.net/positiveculture-20260714-trainingconsortium>

**Date:** 7/29/2026 & 7/30/2026

**Title:** Frontline Supervisor Training – Two Day

**Time:** 10:00 am to 1:00 pm EST

**Price:** Members \$120, nonmembers - \$199, group of 3 or more - \$100 each, Family Subscription \$90

**Trainers:** [Sara Sherman](#)

**CEUs:** HRCI, SHRM, NADSP for DSPs & FLS

**Recording Link:** Yes

**Description** You've just received a big promotion, a new set of keys, access to approve timesheets, and an eager team to supervise, educate, support, and lead. Problem is, nobody's shown you how. As a frontline supervisor you are a pivotal link in the service delivery chain and the key to your organization's effectiveness. (*No pressure.*) You are now completely responsible for the performance of your team, regulatory compliance, translating instructions from upper management, and staff development, all while performing a multitude of administrative tasks and helping to ensure the health and welfare of those we serve. Chances are, you could use

a few new tools in your management toolbox. In these two half-days of hands-on training with Sara Sherman, supervisors will:

- Learn the 10 Fundamentals of Supervision
- Discover the secret to finding and addressing the root cause of performance issues
- Identify their own supervisory strengths and vulnerabilities
- Understand two of the most challenging employee personality types, and learn how to stop them in their tracks
- Leave with a written Supervisory Success Outline

This training is a 6-hour training split over two days. Attendees should plan on attending both days of this two-day, two-part training.

**This training is NADSP approved for Frontline Supervisors and Direct Support Professionals.**

**Audience:** Supervisors working in the field of Intellectual Disabilities and Autism.

**Registration Link:** <https://par.memberclicks.net/frontlinesupervisor-2026072930-trainingconsortium>

## August

**Date:** 8/12/2026

**Title:** **The Fine Art of Mentoring**

**Time:** 10:00 am to 12:00 pm EST

**Price:** Member rate \$95, nonmember: \$150, Group of 3 or more: \$75 each, Family Subscription rate \$35

**Trainers:** [Tom Speaks](#) and [Greg LaForme](#)

**CEUs:** HRCI, SHRM, NADSP for FLS

**Description:**

Time is perhaps the most valuable commodity in the Intellectual Disability and Autism system today. Keeping up with rules, regulations and ISP compliance as well as staff scheduling is a significant stressor. Figuring out how to free up time to train new hires or staff who are in need of “positional refreshing” can be almost impossible. BUT, you have a resource that can help alleviate this stress and help improve the skills of new hires. MENTORING by using more senior staff to train and support less senior staff.

*In this training, participants will learn:*

1. The four (4) positive reasons to become a mentor.
2. The four (4) wrong reasons to become a mentor.
3. What a mentor is and what mentoring involves.
4. The CRITICAL statement that mentors must use constantly!
5. The do’s and d’on’ts of mentoring.
6. The basic steps of teaching a task!

7. How to teach a skill and demonstrate to participants.

**This training is NADSP approved for Frontline Supervisors.**

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

**Registration Link:** <https://par.memberclicks.net/fineartofmentoring-20260812-trainingconsortium>

**Date:** 8/25/2026

**Title:** Freeing Individuals to Live Their Most Independent Lives

**Time:** 10:00 am to 1:00 pm EST

**Price:** Members \$75, nonmembers - \$150, group of 3 or more - \$55 each, Family Subscription \$45

**Trainers:** [Sara Sherman](#)

**CEUs:** NADSP for FLS and DSPs

**Recording Link:** Yes

**Description:** Do you feel like, sometimes, your staff create more dependence than independence?

We all know that the goal for the individuals we serve is to increase independence through skill acquisition, but in those day-to-day moments when decisions are made and supports provided, the needle sometimes doesn't move any closer to independence, if it moves at all.

In this workshop agency leaders will learn how to teach staff to support individuals in ways that:

- Expand Individuals' independence
- Empower individuals to develop decision making skills
- End unnecessary dependence on staff
- Make it clear when success is achieved (*both for the individual and the staff*)
- Support staff to create a full company culture of empowering individuals

**This training is NADSP approved for Frontline Supervisors and Direct Support Professionals.**

**Audience:** This training is designed for trainers, frontline supervisors, DSPs, managers, directors and executives.

**Registration Link:** <https://par.memberclicks.net/independentlives-20260825-trainingconsortium>

## September

**Date:** 9/02/2026

**Title:** Healthy Meal Planning

**Time:** 10:00 am to 1:00 pm EST

**Price:** Members \$75, nonmembers - \$150, group of 3 or more - \$55 each, Family Subscription \$45

**Trainers:** [Sara Sherman](#)

**CEUs:** NADSP for FLS and DSPs

**Recording Link:** Yes

**Description:** We recognize nutrition as the foundation of good health and as the source of sufficient energy to power through our days, yet we often don't give sufficient time or attention to planning and preparing healthy meals. The typical American diet is recognized as too high in sugar, sodium, and carbs, and too lacking in fruits, vegetables, and lean protein.

We ask our Direct Support Professionals (DSPs) to assist individuals to prepare healthy meals, but we don't often give DSPs the instructions they need in order to accomplish that task. The result is that DSPs can only

implement their own personal meal practices, and if those practices are not in line with federal healthy eating standards, individuals do not have access to the benefits of a healthy diet.

The result is that individuals are often eating the same things repeatedly, meals are not balanced, individuals do not have access to the best possible health, and they don't experience the full enjoyment and benefit of healthy foods.

In this hands-on, train-the-trainer style workshop participants will learn:

- The basics of healthy meal planning - how to create a diverse menu, shop, and prepare meals based on an individual's preferences and a budget
- How give the individuals you serve the maximum level of ownership possible over their own meal planning and preparation, and subsequently their health
- How to accommodate busy schedules into the meal planning process
- How to develop expectations for staff around meal planning and incorporate those expectations into your agency's internal QA process
- And more...

**This training is NADSP approved for Frontline Supervisors and Direct Support Professionals.**

**Audience:** This training is designed for trainers, frontline supervisors, direct support professionals, managers and other stakeholders.

**Registration Link:** <https://par.memberclicks.net/healthymealplanning-20260902-trainingconsortium>

**Date:** 9/15/2026

**Title:** How to Have Difficult Discussions and Productive Conflict Part II

**Time:** 10:00 am to 12:00 pm EST

**Price:** Member rate \$95, nonmember: \$150, Group of 3 or more: \$75 each, Family Subscription rate \$35

**Trainers:** [Tom Speaks](#) and [Greg LaForme](#)

**CEUs:** HRCI, SHRM, NADSP for FLS

**Recording Link:** yes

**Description:** Conflict resolution and management is an essential skill of any leader. For an organization to grow and thrive, diverse opinions and thoughts must be welcomed and encouraged. These diverse opinions and thoughts will often result in conflict. Will this conflict propel your organization forward or bring it down?

**Learning Objectives:**

1. Learn tactics and methods that promote and support healthy and productive conflict
2. Learn the HEAT method to turn down the temperature of difficult situations
3. Learn the DESC method (Describe, Express, Specify and Consequences) to hold someone accountable in under three minutes
4. Learn how to be aware of your body language, tone and overall presence so you may cultivate “Cowboy Energy”
5. Learn how to create effective communication expectations where your staff feels safe to say what is on their minds in a respectful manner while recognizing that difficult discussions are an essential part of any healthy organization

**This training is NADSP approved for Frontline Supervisors.**

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

**Registration Link:** <https://par.memberclicks.net/productiveconflictpart2-20260915-trainingconsortium>

## October

**Date:** 10/14/2026

**Title:** **Stinkers!- How to Motivate, Manage, and Deal with Difficult and Toxic Staff Members** (New Class!)

**Time:** 10:00 am to 12:00 pm EST

**Price:** Member rate \$95, nonmember: \$150, Group of 3 or more: \$75 each, Family Subscription rate \$35

**Trainers:** [Tom Speaks and Greg LaForme](#)

**CEUs:** HRCI, SHRM, NADSP for FLS

**Recording Link:** yes

**Description:** Discover effective strategies for managing 'Stinkers'—employees whose toxic behaviors negatively impact your organization. This session provides insights on navigating challenging attitudes and fostering a positive work environment with proven effective methods.

### **Learning Objectives:**

1. Identify characteristics of difficult employees and understand their impact on workplace culture.
2. Learn strategies to motivate and improve the behavior of challenging employees.
3. Develop skills to manage difficult employees in a manner that is both empathetic and effective.

**This training is NADSP approved for Frontline Supervisors.**

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

**Registration Link:** <https://par.memberclicks.net/motivatemanagedeal-20261014-trainingconsortium>

**Date:** 10/20/2026

**Title:** **Supporting the Creation of Person-centered Environments** (New Class!)

**Time:** 10:00 am to 12:00 pm EST

**Price:** \$60, nonmembers - \$130, group of 3 or more - \$40 each, Family Subscription \$15

**Trainers:** [Kathy McHale](#)

**CEUs:** NADSP for FLS

**Recording Link:** yes

**Description:** This session crosswalks to the NADSP competency area of “Direct Support”.

This course equips professionals with the knowledge and skills needed to foster home and community environments that truly reflect the people who live and spend time in them. Participants will explore the core principles of accessibility, comfort, privacy, and personalization, and learn how environmental features can either support or hinder safety, independence, and quality of life. Through practical examples and guided discussion, learners will strengthen their ability to collaborate with participants to design spaces that honor individual preferences, culture, and personal style and balance participant choice with health, safety, and regulatory requirements. In this session, participants will learn the following:

1. Define the principles of accessibility, comfort, privacy, and personalization in home and community settings.
2. Identify environmental barriers that impact safety, privacy, independence, and quality of life.
3. Guide staff in collaborating with participants to design environments that reflect individual preferences, culture, and style.
4. Apply strategies to balance participant choice with health, safety, and regulatory requirements.
5. Use coaching and observation techniques to support staff in creating respectful, individualized environments.

**This training is NADSP approved for Frontline Supervisors.**

**Registration Link:** <https://par.memberclicks.net/personcenteredenvironments-20261020-trainingconsortium>

## November

**Date:** 11/03/2026

**Title:** How to Effectively Navigate Confrontation

**Time:** 10:00 am to 12:00 pm EST

**Price:** Member rate \$95, nonmember: \$150, Group of 3 or more: \$75 each, Family Subscription rate \$35

**Trainers:** [Tom Speaks and Greg LaForme](#)

**CEUs:** HRCI, SHRM, NADSP for FLS

**Recording Link:** yes

**Description:** A not so secret, secret – CONFLICT permeates our lives! From mild disagreements to “finger pointing” hostility, we deal with conflict all the time. Most persons avoid conflict like the flu or a root canal, yet conflict can be constructive, informative and manageable! Are there ways to positively deal with conflict and can we manage it – YES, THERE ARE, AND YES, WE CAN!!!!

**Learning Objectives:**

1. What conflict is and what it is not!
2. The three (3) types of disagreement.
3. To identify conflicts in their present positions.
4. How to respond objectively and positively to conflict.
5. Five (5) general conflict concepts.
6. How to use the four (4) steps of conflict resolution!
7. Five (5) tips when managing conflict situations.
8. Three (3) strategies to use to reduce/prevent workplace conflict.

**This training is NADSP approved for Frontline Supervisors.**

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

**Registration Link:** <https://par.memberclicks.net/navigateconfrontation-20261103-trainingconsortium>

## December

**Date:** 12/08/2026

**Title:** APPRECIOLGY

**Time:** 10:00 am to 12:00 pm EST

**Price:** Member rate \$95, nonmember: \$150, Group of 3 or more: \$75 each, Family Subscription rate \$35

**Trainers:** [Tom Speaks and Greg LaForme](#)

**CEUs:** HRCI, SHRM, NADSP for FLS

**Recording Link:** yes

**Description:** Nearly 40% of staff report leaving their jobs because of feeling “underappreciated!” The old styles of leadership are no longer effective given a new staff generation, new technologies and new issues never before encountered. Through a seriously humorous presentation Mr. Speaks and Dr. Greg will discuss the art and science of appreciation which will assist in expanding your LEADERSHIP TOOL KIT!

**Learning Objectives:**

1. The six (6) principles of appreciation.
2. Four (4) practical ways to demonstrate appreciation.
3. How to hold staff accountable while using appreciative techniques.
4. How to appreciate and assist with recruitment, retention and agency reputation.

**This training is NADSP approved for Frontline Supervisors.**

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

**Registration Link:** <https://par.memberclicks.net/appreciology-20261208-trainingconsortium>

**Date:** 12/16/2026

**Title:** Supporting People through Aging, Grief, and Change (New Class!)

**Time:** 10:00 am to 12:00 pm EST

**Price:** \$60, nonmembers - \$130, group of 3 or more - \$40 each, Family Subscription \$15

**Trainers:** [Kathy McHale](#)

**CEUs:** HRCI, SHRM

**Recording Link:** yes

**Description:** This session crosswalks to the NADSP competency area of “Direct Support”.

This class empowers professionals to protect the safety, rights, and dignity of individuals they support by strengthening their ability to recognize and respond to abuse, neglect, maltreatment, and rights violations. Participants will learn to actively observe staff interactions and service environments through an advocacy lens, identify early warning signs, and take immediate, appropriate action to safeguard individuals. The training emphasizes clear understanding and application of reporting requirements, while centering the voices, rights, and well-being of participants before, during, and after an incident, reinforcing a culture of protection and responsibility. In this session, participants will learn the following:

1. Recognize indicators of neglect, maltreatment, or rights violations.
2. Actively observe staff interactions and environments with an advocacy lens.
3. Take immediate, appropriate actions to safeguard participants.
4. Apply legal and organizational reporting requirements.
5. Support individuals’ voices and rights during and after incidents.
6. Model advocacy and accountability for their teams.

**This training is NADSP approved for Frontline Supervisors.**

**Registration Link:** <https://par.memberclicks.net/supportingpeople-20261216-trainingconsortium>