



Overview of Adult Trainings

Intentional staff practices make program implementation more engaging and better positioned to reach outcomes.

Wyman's Adult Trainings are available to organizations and systems alike to bolster staff knowledge and strengthen delivery of services in communities across the nation. Delivered by a skilled training team with expertise in delivering positive youth development trainings, Wyman provides youth serving organizations and their staff with skills they need to deliver high quality and high impact programming.

By design, all of Wyman's Adult Training offerings provide participants with the opportunity to learn new skills and share relevant experiences through engaging, interactive training activities utilizing a variety of learning styles. From half-day professional development sessions focused on facilitation best practices to multi-day strategic trainings exploring how to integrate concepts into existing programming, Wyman has a wide breadth of training topics and formats. Wyman's Adult Trainings can be fully customized to meet your organization's goals, or complementary topics can be stacked together in half-day (3.5 hour) modules to form an all-day or multi-day learning experience.

Explore training topics, descriptions and potential combinations below. To begin a conversation about your organization's goals and needs please contact:

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Training Topics

The Adolescent Brain

Do you ever want to ask teens, "WHAT were you thinking?" This session explores what makes adolescence such an interesting, and sometimes challenging, stage of life. This half-day training introduces the biology of the adolescent brain and focuses on the connections between brain development and behavior. **Participants will understand the process by which the brain changes and how the brain functions during periods of stress and calm.** This training includes strategies for staff to support healthy adolescent brain development through program offerings. *Ideal for: Direct Service Staff, Administration, Parents*

Introduction to Community Service Learning

Community Service Learning (CSL) is more than just doing something for others; it has a positive impact on both the youth who engage in service and the recipient of their efforts. Building on Riessman's Helper Theory, this half-day training introduces CSL as a strategy that allows youth to practice some of the many social and emotional skills they will need to make the successful transition to adulthood. **Participants will learn the impact CSL can have on youth, how to structure a CSL experience successfully, the importance of youth voice and how to identify meaningful CSL opportunities and partners.** *Ideal for: Direct Service Staff, Administrators*

Community Service Learning 2.0

Looking for a refresh on what makes for a great Community Service Learning (CSL) experience? In this half-day training for those already familiar with CSL, **participants will discuss strategies for including youth voice and staff practices to make CSL meaningful and enhance the CSL opportunities they create with youth.** Particular attention is given to CSL ideas for programs without the ability to travel to CSL locations. This training experience includes one CSL activity that will be completed by participants as an example of a CSL experience they could complete with youth. *Ideal for: Direct Service Staff, Administrators*

Creating Safe Space

An important part of any Positive Youth Development program is ensuring that all teens feel welcome, supported and included. This half-day training introduces the concept of Safe Space and its importance for every young person's well-being and development. **Participants will learn best practices for creating and maintaining safe space and welcoming program environments, including the establishment of healthy boundaries and strategies for managing common challenges.** This training includes the opportunity for participants to practice responding to model conversations and conditions that may interrupt safe space. *Ideal for: Direct Service Staff, Administrators*

Experiential Learning Cycle & Multiple Intelligences

"We do not learn from experience, we learn from thinking about experience." (-John Dewey) This half-day training provides practical ideas for engaging youth and improving their retention of program content. **Participants will learn about the Experiential Learning Cycle and the power and importance of active learning.** Participants will also explore the formats in which programs are delivered to youth, using Dr. Howard Gardner's Multiple Intelligences Theory as a frame for meeting the needs and interests of all learners. *Ideal for: Direct Service Staff, Administrators*

Group Dynamics

Fostering successful collaboration is both a skill and an art. Group members' ability to relate to one another and work together towards a shared goal will have great implications for the success of any program or activity. Available as either a half or full day session, in this training **participants will be introduced to Tuckman's Stages of Group Development and the dynamics that can be anticipated for each stage.** Participants will also learn strategies and activities to support a group at each stage. *Ideal for: Direct Service Staff*

High Quality Facilitation

Intentional staff practices can make the implementation of any youth program more engaging and better positioned to reach outcomes. In this half-day training, **participants will learn strategies and specific techniques to enhance program delivery and active facilitation and support youth's development of Social and Emotional Learning skills.** High Quality Facilitation techniques apply to any program or curriculum and make lesson materials more approachable and enjoyable for all. *Ideal for: Direct Service Staff, Administrators*

Ice Breakers, Energizers & Teambuilding

In this highly active training, **participants will learn a variety of low-prop and no-prop activities that will bring a group together, help re-energize a group when needed and ensure that groups are able to collaborate with one another.** Offered as a half or full day of training, this session will model new ways to engage groups, work towards shared goals and get the laughter flowing. Participants will receive written instructions for all activities modeled during training. *Ideal for: Direct Service Staff*

Positive Youth Development

Positive Youth Development (PYD) is a strength-based approach to working with youth in any program setting. In this half-day training, **participants will learn the history and major principles of PYD and explore how PYD supports the needs of adolescents, including Social and Emotional Learning (SEL) development.** This session will also discuss how to empower teens to take active roles in their own healthy functioning. *Ideal for: Systems, Direct Service Staff, Administrators, Parents*

Structure & Interaction

There is no simple solution for eliminating behavior challenges in youth programming, but both staff and teens can be set up for success with proactive policies and practices that begin by creating and upholding a shared understanding of expectations. During this half-day training, **participants will learn facilitation techniques to create structure and routine within program delivery to support youth accountability and engagement.** *Ideal for: Direct Service Staff, Administrators*

Social & Emotional Learning

Social & Emotional Learning (SEL) skills are necessary for everything we do, from managing our emotions to forming healthy relationships. This training introduces the concept of SEL and the importance of supporting SEL development through intentional staff practices and program design. **Participants will learn why SEL skill practice is especially important during adolescence and how to support youth towards the successful transition to adulthood.** This training guides participants to identify opportunities to incorporate SEL into existing programming and is available as a half-day overview, full-day institute or two-day immersive offering. *Ideal for: Systems, Direct Service Staff, Administrators, Parents*

Understanding Trauma

Trauma awareness is an important competency for all youth workers. This training, available as a half or full-day session, introduces the topic of trauma and the impact it can have on both youth and adults. **Participants will learn how to use a trauma-aware frame, including strategies for supporting youth who may have experienced trauma and the importance of meaningful self-care.** *Ideal for: Direct Service Staff, Administrators, Parents*

Youth Thrive

Wyman is a certified training provider for *Youth Thrive: Protective & Promotive Factors for Healthy Development and Well-Being*, an initiative of the Center for the Study of Social Policy. This training is offered in either a two or a three-day format, covering the following topics: Youth Resilience, Social Connections, Knowledge of Adolescent Development, Cognitive and Social Emotional Competence and Concrete Supports in Times of Need. Youth Thrive is recommended for agencies and staff broadening their understanding of best practices in direct service youth work and for those interested in the importance of youth-centered programs and services. *Ideal for: Systems, Direct Service Staff, Administrators*

Unsure Where to Begin?

Consider these day-long pairings of complementary topics, selected to meet the most-requested needs of staff and program implementation.

Foundations of Youth Programming

These suggested combinations provide introductory information and foundational practices for high quality youth programming. Content will benefit new staff and refresh experienced youth workers. Choose from:

- Positive Youth Development & Experiential Learning Cycle
- Adolescent Brain Development & High Quality Facilitation
- Structure & Routine & Teambuilding
- Safe Space & Group Dynamics

Enhancing Youth Programming

These suggested combinations provide youth workers with best practice information and strategies, as well as ideas for incorporating them into existing programs. Choose from:

- Safe Space & Group Dynamics
- Social Emotional Learning & Understanding Trauma
- Teambuilding & Community Service Learning

Youth Engagement

These suggested combinations provide staff with techniques and strategies to engage youth in active learning practices. Choose from:

- Community Service Learning & Social Emotional Learning
- Teambuilding & High Quality Facilitation
- Adolescent Brain Development & Experiential Learning Cycle

Focus on Social Emotional Learning

These training options present key components of Social and Emotional Learning (SEL), the benefits of SEL, and practices for integrating SEL into youth programming and/or the classroom. Content will benefit and challenge both new and experienced staff.

- SEL Institute – a full day of Social and Emotional Learning, including an overview of SEL topics, techniques for facilitation and an introduction to assessment tools available for staff & administrators.
- *Two Day* SEL Intensive – inclusive of the SEL Institute content, with the addition of ample time for trainer-led planning sessions focused on how participants can begin to mobilize training ideas and tools in their programs.

For questions or to request a quote or sample agenda, please contact:

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