



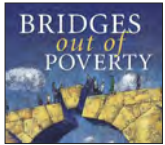
Solutions

Click on any title below to find your solutions. We have workshops, books, and other products in these areas that help you meet your needs.

Foundation workshops

Alphabetical listing


Bridges Certification Training



Business



Comprehensive Community Approach to Poverty



Criminal Justice



Engage People in Poverty



Faith-Based Groups



Getting Ahead™ Facilitator Training



Getting Started with the Bridges Model



Government




Healthcare



Higher Education



How to Start a Circles Initiative



Nonprofit Agencies



Organizational Change



Parent Engagement in Schools



Parenting, Foster Parents



Pre-Conception to Age 6



Strategic Development Consulting



Sustainable Communities



Taking Bridges to the Next Level



Workforce Development, Jobs, Retention Rates



Working with Middle and High School Youth



aha! Process, Inc.
A Ruby Payne Company

Foundation Workshops

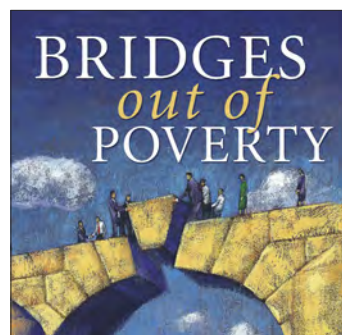


Alphabetical Listing



Bridges Certification Training

Click on any title for more information.



URCS/IECA Trainer Certification

Understanding and Engaging Under-Resourced College Students/Investigations Into Economic Class in America

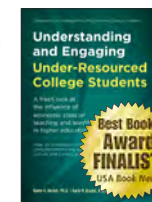
Audience: Recommended for faculty and staff of postsecondary institutions.

Needs/issues/problems addressed:

- ◆ Trainer Certification
- ◆ Higher Education

Workshop Description:

This seminar prepares individuals to present the information from Understanding and Engaging Under Resourced College Students (URCS) to faculty and staff in their own colleges and universities. [MORE](#)



Bridges Out of Poverty: Strategies for Professionals and Communities Trainer Certification

Audience: Individuals wanting to be Bridges trainers.

Needs/issues/problems addressed:

- ◆ Community collaboration
- ◆ Poverty

Workshop Description:

This workshop certifies you to train administrators, managers, and front-line staff in social service agencies to improve skills and outcomes when working with people in poverty. [MORE](#)

Getting Ahead™ in a Just-Gettin'-By World Facilitator Training

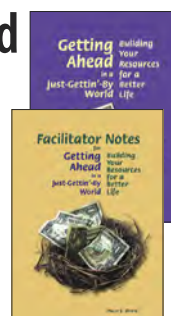
Audience: Individuals with a strong foundation in Bridges knowledge who want to be Getting Ahead facilitators.

Needs/issues/problems addressed:

- ◆ Engaging people in poverty
- ◆ Parent engagement in schools

Workshop Description:

This workshop prepares you to train administrators, managers, and front-line staff in social service agencies to improve skills and outcomes when working with people in poverty. [MORE](#)



The R Rules Facilitator Training

Audience: Recommended for secondary audiences and alternative high schools.

Needs/issues/problems addressed:

- ◆ Alternative school students

Workshop Description:

This workshop helps facilitators learn to present The R Rules: A Guide for Teens to Identify and Build Resources, a curriculum for teens that can be used as a for-credit course, can be integrated into life skills, consumer, or business classes, and provides targeted interventions and supports school or program goals. [MORE](#)



Business



Click on any title for more information.

Applying Bridges Concepts for Business

Audience: Managers, supervisors, select business and community partners.

Workshop Description:

Improve your bottom line as you and your organization review and restructure the way you do business based on the Bridges constructs.

Needs/issues/problems addressed:

- ◆ Business

[MORE](#)

Best Practices from the Business Community of Practice

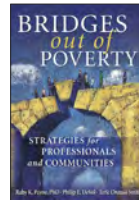
Audience: Managers, supervisors, select business and community partners.

Workshop Description:

Many companies and businesses have applied Bridges concepts in their settings: construction, light manufacturing, utilities, hospitals, workforce development, food, retail, hospitality, recycling, and behavioral health care. [MORE](#)

Needs/issues/problems addressed:

- ◆ Business



Bridges for Business Core Constructs—Overview

Audience: CEO and executive level.

Workshop Description:

Advance your organization's success by hosting this short overview that will address how Bridges for Business will build the human capacity of your employees while at the same time improving your retention rates, organizational culture, employee productivity, and your bottom line. [MORE](#)

Needs/issues/problems addressed:

- ◆ Business

Bridges for Business—Strategies for Business Professionals

Audience: Managers, supervisors, select business and community partners.

Workshop Description:

If you are looking to reduce unexplained absences, improve the bottom line, and develop the capacity of your employees, explore the innovative concepts and training found in this workshop. [MORE](#)

Needs/issues/problems addressed:

- ◆ Poverty

Bridges to Sustainable Communities

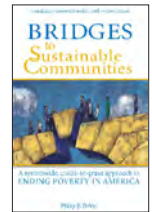
Audience: Bridges audiences meeting prerequisites.

Workshop Description:

Communities that want to achieve sustainability using aha! Process knowledge are encouraged to use a wide variety of aha! Process products and consultants to create communities where everyone can live well. [MORE](#)

Needs/issues/problems addressed:

- ◆ Comprehensive community approach to poverty
- ◆ Taking Bridges to the next level



Design Bridges Model for Business Success

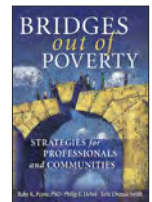
Audience: Top management, middle management, supervisors.

Workshop Description:

Building on the best practices shared by the Bridges community of practice, consultants will assist the company's team to develop a Bridges model that meets their needs. This process is tailored to the needs of the business and involves a great deal of group work from the participants. [MORE](#)

Needs/issues/problems addressed:

- ◆ Business



Getting Ahead™ in a Just-Gettin'-By World for Business

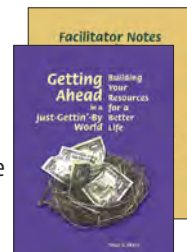
Audience: Those employees selected to facilitate classes.

Workshop Description:

Getting Ahead facilitates a 45-hour learning process done over 16–20 weeks that helps low-wage employees create their own path to a stable and secure life for themselves and their families and to participate in developing prosperous communities. [MORE](#)

Needs/issues/problems addressed:

- ◆ Business workforce development, jobs, retention rates



Strategic Consulting

Audience: Bridges audiences meeting prerequisites.

Workshop Description:

Consulting helps advance your organization's success by looking at topics like how to build human capacity of your employees while at the same time improving your retention rates, organizational culture, employee productivity, and improving your bottom line. [MORE](#)

Needs/issues/problems addressed:

- ◆ Strategic development consulting
- ◆ Taking Bridges to the next level

Comprehensive Community Approach to Poverty



Click on any title for more information.

Bridges Out of Poverty: Strategies for Professionals and Communities

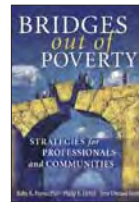
Audience: Communities, organizations, agencies, businesses, colleges, courts, hospitals, etc.

Needs/issues/problems addressed:

- ◆ Government
- ◆ Nonprofit agencies

Workshop Description:

In this one-day workshop, participants will create a mental model of poverty, review poverty research, examine a theory of change, and analyze poverty through the prism of the hidden rules of class, resources, family structure, and language. [MORE](#)



Bridges to Sustainable Communities

Audience: Bridges audiences meeting prerequisites.

Needs/issues/problems addressed:

- ◆ Comprehensive community approach to poverty
- ◆ Taking Bridges to the next level

Workshop Description:

Communities that want to achieve sustainability using aha! Process knowledge are encouraged to use a wide variety of aha! Process products and consultants to create communities where everyone can live well. [MORE](#)



Criminal Justice



Click on any title for more information.

Getting Ahead™ in a Just-Gettin'-By World Facilitator Training

Audience: Individuals with a strong foundation in Bridges knowledge who want to be Getting Ahead facilitators.

Needs/issues/problems addressed:

- ◆ Engaging people in poverty
- ◆ Parent engagement in schools

Workshop Description:

This workshop prepares you to train administrators, managers, and front-line staff in social service agencies to improve skills and outcomes when working with people in poverty. [MORE](#)



Understanding Class for Law Enforcement

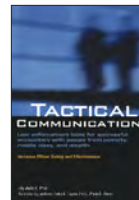
Audience: Law enforcement personnel.

Needs/issues/problems addressed:

- ◆ Government and nonprofit agencies

Workshop Description:

Information from the Bridges Out of Poverty workshop is tailored to help law enforcement workers understand the differences among the three classes they generally encounter on calls (poverty, middle class, and wealth). [MORE](#)



Engage People in Poverty



Click on any title for more information.

Collaboration for Kids: Early Intervention Tools

Audience: School personnel and community agency personnel interested in becoming members of CFK teams.

Needs/issues/problems addressed:

- ♦ At-risk students
- ♦ Community collaboration

Workshop Description:

Through the Collaboration for Kids (CFK) training, you will learn a new structure for reaching out to children and families early in a child's life, when a difference truly can be made for the child, the family, and the community. [MORE](#)



Bridges Out of Poverty: Applying Bridges Concepts

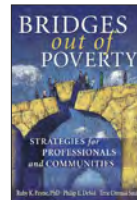
Audience: Communities, organizations, agencies, businesses, colleges, hospitals, courts, etc.

Needs/issues/problems addressed:

- ♦ Bridges for government and nonprofit agencies

Workshop Description:

This workshop is an extension of the Bridges Out of Poverty seminar. Concepts from Bridges Out of Poverty are extended to allow for more discussion and interaction. In this seminar participants will learn more about language experience, cognitive issues, and barriers to change. [MORE](#)



Getting Ahead™ in a Just-Gettin'-By World Facilitator Training

Audience: Individuals with a strong foundation in Bridges knowledge who want to be Getting Ahead facilitators.

Needs/issues/problems addressed:

- ♦ Engaging people in poverty
- ♦ Parent engagement in schools

Workshop Description:

This workshop prepares you to train administrators, managers, and front-line staff in social service agencies to improve skills and outcomes when working with people in poverty. [MORE](#)



Strategic Consulting

Audience: Bridges audiences meeting prerequisites.

Needs/issues/problems addressed:

- ♦ Strategic development consulting
- ♦ Taking Bridges to the next level

Workshop Description:

Consulting helps advance your organization's success by looking at topics like how to build human capacity of your employees while at the same time improving your retention rates, organizational culture, employee productivity, and improving your bottom line. [MORE](#)

Faith-Based Groups



Click on any title for more information.

What Every Church Member Should Know About Poverty

Audience: Members of faith community.

Needs/issues/problems addressed:

- ♦ Faith-based groups

Workshop Description:

This seminar presents information and issues to increase knowledge and awareness of the issues faced by people living in poverty and ways in which churches may minister to individuals from poverty. [MORE](#)



Foundation Workshops



Click on any title for more information.

Bridges Out of Poverty: Strategies for Professionals and Communities

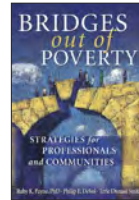
Audience: Communities, organizations, agencies, businesses, colleges, courts, hospitals, etc.

Needs/issues/problems addressed:

- ◆ Government
- ◆ Nonprofit agencies

Workshop Description:

In this one-day workshop, participants will create a mental model of poverty, review poverty research, examine a theory of change, and analyze poverty through the prism of the hidden rules of class, resources, family structure, and language. [MORE](#)



Getting Ahead™ in a Just-Gettin'-By World Facilitator Training

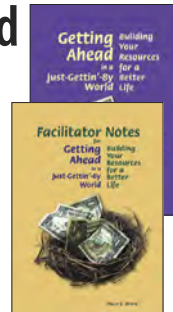
Audience: Individuals with a strong foundation in Bridges knowledge who want to be Getting Ahead facilitators.

Needs/issues/problems addressed:

- ◆ Engaging people in poverty
- ◆ Parent engagement in schools

Workshop Description:

This workshop prepares you to train administrators, managers, and front-line staff in social service agencies to improve skills and outcomes when working with people in poverty. [MORE](#)



Strategic Consulting

Audience: Bridges audiences meeting prerequisites.

Needs/issues/problems addressed:

- ◆ Strategic development consulting
- ◆ Taking Bridges to the next level

Workshop Description:

Consulting helps advance your organization's success by looking at topics like how to build human capacity of your employees while at the same time improving your retention rates, organizational culture, employee productivity, and improving your bottom line. [MORE](#)

Getting Ahead™ Facilitator Training



Click on any title for more information.

Getting Ahead™ in a Just-Gettin'-By World Facilitator Training

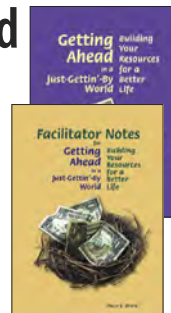
Audience: Individuals with a strong foundation in Bridges knowledge who want to be Getting Ahead facilitators.

Needs/issues/problems addressed:

- ◆ Engaging people in poverty
- ◆ Parent engagement in schools

Workshop Description:

This workshop prepares you to train administrators, managers, and front-line staff in social service agencies to improve skills and outcomes when working with people in poverty. [MORE](#)



Getting Started with the Bridges Model



Click on any title for more information.

Strategic Consulting

Audience: Bridges audiences meeting prerequisites.

Needs/issues/problems addressed:

- ♦ Strategic development consulting
- ♦ Taking Bridges to the next level

Workshop Description:

Consulting helps advance your organization's success by looking at topics like how to build human capacity of your employees while at the same time improving your retention rates, organizational culture, employee productivity, and improving your bottom line. [MORE](#)

Bridges Out of Poverty: Strategies for Professionals and Communities

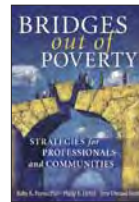
Audience: Communities, organizations, agencies, businesses, colleges, courts, hospitals, etc.

Needs/issues/problems addressed:

- ♦ Government
- ♦ Nonprofit agencies

Workshop Description:

In this one-day workshop, participants will create a mental model of poverty, review poverty research, examine a theory of change, and analyze poverty through the prism of the hidden rules of class, resources, family structure, and language. [MORE](#)



Bridges Out of Poverty: Applying Bridges Concepts

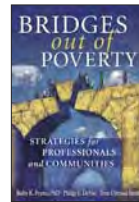
Audience: Communities, organizations, agencies, businesses, colleges, hospitals, courts, etc.

Needs/issues/problems addressed:

- ♦ Bridges for government and nonprofit agencies

Workshop Description:

This workshop is an extension of the Bridges Out of Poverty seminar. Concepts from Bridges Out of Poverty are extended to allow for more discussion and interaction. In this seminar participants will learn more about language experience, cognitive issues, and barriers to change. [MORE](#)



Bridges to Sustainable Communities

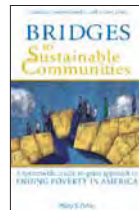
Audience: Bridges audiences meeting prerequisites.

Needs/issues/problems addressed:

- ♦ Comprehensive community approach to poverty
- ♦ Taking Bridges to the next level

Workshop Description:

Communities that want to achieve sustainability using aha! Process knowledge are encouraged to use a wide variety of aha! Process products and consultants to create communities where everyone can live well. [MORE](#)



Government



Click on any title for more information.

Bridges Out of Poverty: Strategies for Professionals and Communities

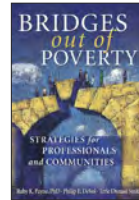
Audience: Communities, organizations, agencies, businesses, colleges, courts, hospitals, etc.

Needs/issues/problems addressed:

- ◆ Government
- ◆ Nonprofit agencies

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Bridges Out of Poverty: Applying Bridges Concepts

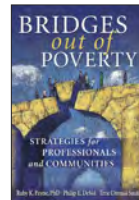
Audience: Communities, organizations, agencies, businesses, colleges, hospitals, courts, etc.

Needs/issues/problems addressed:

- ◆ Bridges for government and nonprofit agencies

Workshop Description:

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Bridges to Sustainable Communities

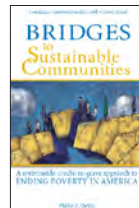
Audience: Bridges audiences meeting prerequisites.

Needs/issues/problems addressed:

- ◆ Comprehensive community approach to poverty
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Getting Ahead™ in a Just-Gettin'-By World Facilitator Training

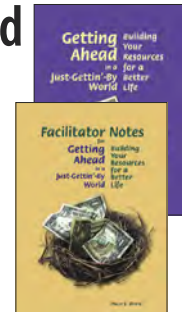
Audience: Individuals with a strong foundation in Bridges knowledge who want to be Getting Ahead facilitators.

Needs/issues/problems addressed:

- ◆ Community collaboration
- ◆ Poverty

Workshop Description:

This workshop prepares you to train administrators, managers, and front-line staff in social service agencies to improve skills and outcomes when working with people in poverty. [MORE](#)



Understanding Class for Law Enforcement

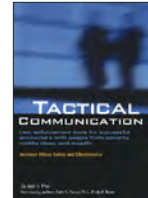
Audience: Law enforcement personnel.

Needs/issues/problems addressed:

- ◆ Government and nonprofit agencies

Workshop Description:

Information from the Bridges Out of Poverty workshop is tailored to help law enforcement workers understand the differences among the three classes they generally encounter on calls (poverty, middle class, and wealth). [MORE](#)



Strategic Consulting

Audience: Bridges audiences meeting prerequisites.

Needs/issues/problems addressed:

- ◆ Strategic development consulting
- ◆ Taking Bridges to the next level

Workshop Description:

Consulting helps advance your organization's success by looking at topics like how to build human capacity of your employees while at the same time improving your retention rates, organizational culture, employee productivity, and improving your bottom line. [MORE](#)



Click on any title for more information.

Bridges Out of Poverty: Strategies for Professionals and Communities

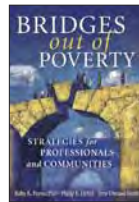
Audience: Communities, organizations, agencies, businesses, colleges, courts, hospitals, etc.

Needs/issues/problems addressed:

- ◆ Government
- ◆ Nonprofit agencies

Workshop Description:

In this one-day workshop, participants will create a mental model of poverty, review poverty research, examine a theory of change, and analyze poverty through the prism of the hidden rules of class, resources, family structure, and language. [MORE](#)



Bridges Into Health: Strategies to Reduce Inequities and Improve Health Outcomes

Audience: Community leaders, clinical staff, private, nonprofit, and public health sectors.

Needs/issues/problems addressed:

- ◆ Health

Workshop Description:

Bridges Into Health dovetails the Bridges Out of Poverty concepts and tools with the growing body of health inequities research. Poor health is a huge cost of poverty in the United States. Economic class affects all aspects of health and health care. [MORE](#)

Higher Education



Click on any title for more information.

Higher Ed: Understanding and Engaging Under-Resourced College Students

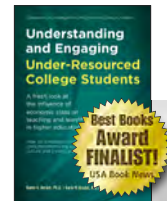
Audience: Recommended for postsecondary faculty and staff.

Needs/issues/problems addressed:

- ◆ Under-resourced college students

Workshop Description:

Initial Workshop: A deeper understanding of the challenges—and strengths—that students from poverty bring to college will help faculty, staff, and administration create the conditions that make success achievable, not merely accessible. [MORE](#)



Higher Ed: College Retention and Engagement—A Systems Approach

Audience: Recommended for teams of postsecondary faculty, student services staff, administrators, and community partners.

Needs/issues/problems addressed:

- ◆ Higher education
- ◆ Under-resourced college students, etc.

Workshop Description:

Colleges struggle with retaining and graduating under-resourced college students. This workshop presents the framework that many colleges are calling “Bridges to Graduation,” a systems approach to retention and graduation based on aha! Process’s field-tested constructs and best practices nationwide. [MORE](#)

Higher Ed: Principles of Effective Pedagogy in the Classroom and on Campus

Audience: College faculty, administrators, and staff (student services and others who work with students in a teaching/advising role).

Needs/issues/problems addressed:

- ◆ Higher education
- ◆ Under-resourced college students, etc.

Workshop Description:

This workshop is designed to equip college instructors, administrators, and staff with an enhanced understanding of principles of effective pedagogy for all students, additional principles specific to the needs of under-resourced students, and a plan to apply these principles in their daily work. [MORE](#)

Higher Ed: Motivation—How to Motivate Students to Increase Performance

Audience: College faculty, administrators, and staff (student services and others who work with students in a teaching/advising role).

Needs/issues/problems addressed:

- ◆ Higher education

Workshop Description:

Psychologists tell us that human beings are born with intrinsic motivation and natural tendencies to seek out challenges and opportunities to learn. These tendencies tend to operate robustly under certain conditions. The conditions under which intrinsic motivation can thrive and grow will be discussed during this workshop. [MORE](#)

Higher Ed: Investigations into Economic Class in America

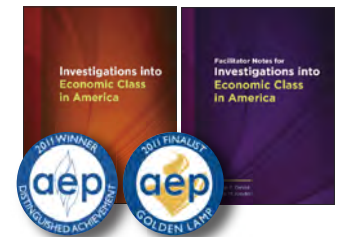
Audience: College faculty, staff, and community members.

Needs/issues/problems addressed:

- ◆ Higher education

Workshop Description:

This workshop prepares participants to offer the Investigations curriculum to under-resourced college students. Participants explore the content processes and sequences within the text and develop the facilitation skills that allow students to take on the role of knowledge creator. [MORE](#)



Higher Ed: URCS/IECA Trainer Certification

Understanding and Engaging Under-Resourced College Students/Investigations into Economic Class in America

Audience: Recommended for faculty and staff of postsecondary institutions.

Needs/issues/problems addressed:

- ◆ Trainer certification
- ◆ Higher education

Workshop Description:

This seminar prepares individuals to present the information from Understanding and Engaging Under-Resourced College Students (URCS) to faculty and staff in their own colleges and universities. [MORE](#)



Higher Ed: Strategic Consulting

Audience: Strategic consulting is appropriate for faculty, student support staff, and student representatives from a department, an academic school, multiple departments and schools, or an entire postsecondary institution.

Workshop Description:

Strategic Consulting for Higher Education is designed to help guide faculty and staff through the change process. Reshaping the higher education classroom and campus to more effectively serve under-resourced college students often requires substantial discussion, planning, and change management. [MORE](#)

How to Start a Circles Initiative



Strategic Consulting

Audience: Bridges audiences meeting prerequisites.

Needs/issues/problems addressed:

- ♦ Strategic development consulting
- ♦ Taking Bridges to the next level

Workshop Description:

Consulting helps advance your organization's success by looking at topics like how to build human capacity of your employees while at the same time improving your retention rates, organizational culture, employee productivity, and improving your bottom line. [MORE](#)

Click on any title for more information.

Bridges Out of Poverty: Strategies for Professionals and Communities

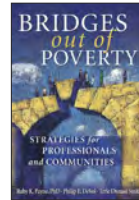
Audience: Communities, organizations, agencies, businesses, colleges, courts, hospitals, etc.

Needs/issues/problems addressed:

- ♦ Government
- ♦ Nonprofit agencies

Workshop Description:

In this one-day workshop, participants will create a mental model of poverty, review poverty research, examine a theory of change, and analyze poverty through the prism of the hidden rules of class, resources, family structure, and language. [MORE](#)



Bridges to Sustainable Communities

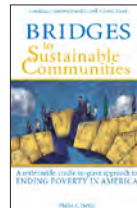
Audience: Bridges audiences meeting prerequisites.

Needs/issues/problems addressed:

- ♦ Comprehensive community approach to poverty
- ♦ Taking Bridges to the next level

Workshop Description:

Communities that want to achieve sustainability using aha! Process knowledge are encouraged to use a wide variety of aha! Process products and consultants to create communities where everyone can live well. [MORE](#)



Getting Ahead™ in a Just-Gettin'-By World Facilitator Training

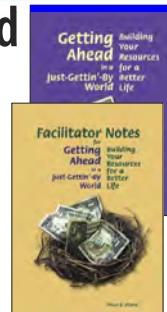
Audience: Individuals with a strong foundation in Bridges knowledge who want to be Getting Ahead facilitators.

Needs/issues/problems addressed:

- ♦ Engaging people in poverty
- ♦ Parent engagement in schools

Workshop Description:

This workshop prepares you to train administrators, managers, and front-line staff in social service agencies to improve skills and outcomes when working with people in poverty. [MORE](#)



Nonprofit Agencies



Click on any title for more information.

Bridges Out of Poverty: Strategies for Professionals and Communities

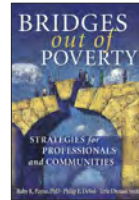
Audience: Communities, organizations, agencies, businesses, colleges, courts, hospitals, etc.

Needs/issues/problems addressed:

- ♦ Government
- ♦ Nonprofit agencies

Workshop Description:

In this one-day workshop, participants will create a mental model of poverty, review poverty research, examine a theory of change, and analyze poverty through the prism of the hidden rules of class, resources, family structure, and language. [MORE](#)



Bridges Out of Poverty: Applying Bridges Concepts

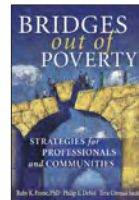
Audience: Communities, organizations, agencies, businesses, colleges, hospitals, courts, etc.

Needs/issues/problems addressed:

- ♦ Bridges for government and nonprofit agencies

Workshop Description:

This workshop is an extension of the Bridges Out of Poverty seminar. Concepts from Bridges Out of Poverty are extended to allow for more discussion and interaction. In this seminar participants will learn more about language experience, cognitive issues, and barriers to change. [MORE](#)



Bridges to Sustainable Communities

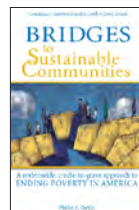
Audience: Bridges audiences meeting prerequisites.

Needs/issues/problems addressed:

- ♦ Comprehensive community approach to poverty
- ♦ Taking Bridges to the next level

Workshop Description:

Communities that want to achieve sustainability using aha! Process knowledge are encouraged to use a wide variety of aha! Process products and consultants to create communities where everyone can live well. [MORE](#)



Getting Ahead™ in a Just-Gettin'-By World Facilitator Training

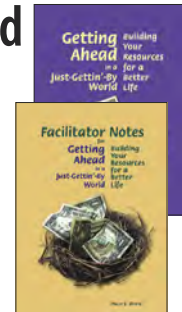
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Needs/issues/problems addressed:

- ♦ Engaging people in poverty
- ♦ Parent engagement in schools

Workshop Description:

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Understanding Class for Law Enforcement

Audience: Law enforcement personnel.

Needs/issues/problems addressed:

- ♦ Government and nonprofit agencies

Workshop Description:

Information from the Bridges Out of Poverty workshop is tailored to help law enforcement workers understand the differences among the three classes they generally encounter on calls (poverty, middle class, and wealth). [MORE](#)



Strategic Consulting

Audience: Bridges audiences meeting prerequisites.

Needs/issues/problems addressed:

- ♦ Strategic development consulting
- ♦ Taking Bridges to the next level

Workshop Description:

Consulting helps advance your organization's success by looking at topics like how to build human capacity of your employees while at the same time improving your retention rates, organizational culture, employee productivity, and improving your bottom line. [MORE](#)

Organizational Change



Click on any title for more information.

Bridges Out of Poverty: Strategies for Professionals and Communities

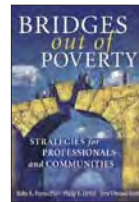
Audience: Communities, organizations, agencies, businesses, colleges, courts, hospitals, etc.

Needs/issues/problems addressed:

- ◆ Government
- ◆ Nonprofit agencies

Workshop Description:

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Bridges Out of Poverty: Applying Bridges Concepts

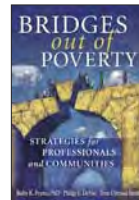
Audience: Communities, organizations, agencies, businesses, colleges, hospitals, courts, etc.

Needs/issues/problems addressed:

- ◆ Bridges for government and nonprofit agencies

Workshop Description:

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Bridges to Sustainable Communities

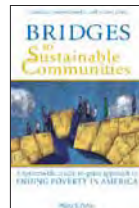
Audience: Bridges audiences meeting prerequisites.

Needs/issues/problems addressed:

- ◆ Comprehensive community approach to poverty
- ◆ Taking Bridges to the next level

Workshop Description:

Communities that want to achieve sustainability using aha! Process knowledge are encouraged to use a wide variety of aha! Process products and consultants to create communities where everyone can live well. [MORE](#)



Parent Engagement in Schools



Click on any title for more information.

Collaboration for Kids: Early Intervention Tools

Audience: School and community agency professionals interested in building a safe, healthy future for their community.

Needs/issues/problems addressed:

- ♦ Understanding the child who is "unable to learn" due to issues outside of school [MORE](#)

Workshop Description:

Through the Collaboration for Kids training, you will learn a new structure for reaching out to children and families early in a child's life, when a difference truly can be made for the child, the family, and the community. [MORE](#)



Hear Our Cry: Boys in Crisis

Audience: Recommended for K–12 teachers, staff, parents.

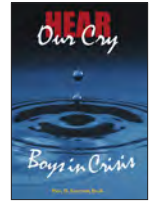
Needs/issues/problems addressed:

- ♦ Boys' achievement and discipline
- ♦ Working with middle and high school youth

Workshop Description:

Boys account for 85% of the discipline problems in schools. They also constitute the largest populations in special education, Title I, and those who have reading and writing problems. Boys are the ones who have committed the violent acts in America's schools, and they are the most likely to drop out of school.

[MORE](#)



Working with Parents

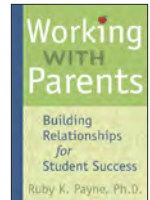
Audience: Recommended for all teachers and administrators.

Needs/issues/problems addressed:

- ♦ Parent engagement in schools

Workshop Description:

Understanding the mindsets of different economic classes can help teachers become far more effective in communicating with the parents of their students. This workshop offers easy-to-understand, quick, and concise information. [MORE](#)



Evening Workshop with Parents

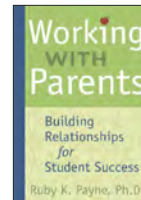
Audience: Intended for parents of current students.

Needs/issues/problems addressed:

- ♦ Parents

Workshop Description:

Based on the work of Ruby K. Payne, Ph.D., this workshop provides parents with information and practical strategies designed to help their children achieve success at home and at school. Topics include communication skills, discipline strategies, and planning behaviors. [MORE](#)



Getting Ahead™ in a Just-Gettin'-By World Facilitator Training

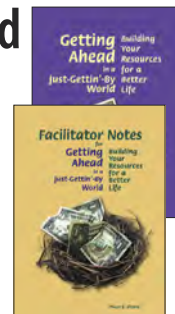
Audience: Individuals with a strong foundation in Bridges knowledge who want to be Getting Ahead facilitators.

Needs/issues/problems addressed:

- ♦ Engaging people in poverty
- ♦ Parent engagement in schools

Workshop Description:

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Parenting, Foster Parents



Click on any title for more information.

Parenting Someone Else's Child

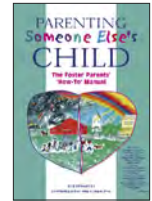
Audience: Foster parents and associated individuals.

Needs/issues/problems addressed:

- ♦ Parenting, foster parents

Workshop Description:

Ann Stressman wrote this book after hearing Dr. Ruby K. Payne speak about the hidden rules of economic class, combining that perspective with her two decades of personal experience with foster care agencies and the special children needing care. [MORE](#)



Collaboration for Kids: Early Intervention Tools

Audience: School and community agency professionals interested in building a safe, healthy future for their community.

Needs/issues/problems addressed:

- ♦ Understanding the child who is "unable to learn" due to issues outside of school [MORE](#)

Workshop Description: Through the Collaboration for Kids training, you will learn a new structure for reaching out to children and families early in a child's life, when a difference truly can be made for the child, the family, and the community. [MORE](#)



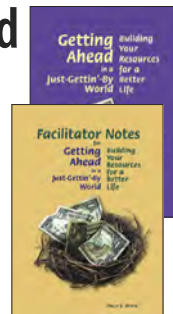
Getting Ahead™ in a Just-Gettin'-By World Facilitator Training

Audience: Individuals with a strong foundation in Bridges knowledge who want to be Getting Ahead facilitators.

Needs/issues/problems addressed:

- ♦ Engaging people in poverty
- ♦ Parent engagement in schools

Workshop Description: This workshop prepares you to train administrators, managers, and front-line staff in social service agencies to improve skills and outcomes when working with people in poverty. [MORE](#)



Hear Our Cry: Boys in Crisis

Audience: Recommended for K-12 teachers, staff, parents.

Needs/issues/problems addressed:

- ♦ Boys' achievement and discipline
- ♦ Working with middle and high school youth

Workshop Description: Boys account for 85% of the discipline problems in schools. They also constitute the largest populations in special education, Title I, and those who have reading and writing problems. Boys are the ones who have committed the violent acts in America's schools, and they are the most likely to drop out of school. [MORE](#)



Pre-Conception to Age 6



Click on any title for more information.

Bridges Out of Poverty: Strategies for Professionals and Communities

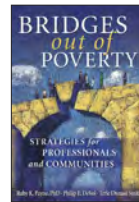
Audience: Communities, organizations, agencies, businesses, colleges, courts, hospitals, etc.

Needs/issues/problems addressed:

- ◆ Government
- ◆ Nonprofit agencies

Workshop Description:

In this one-day workshop, participants will create a mental model of poverty, review poverty research, examine a theory of change, and analyze poverty through the prism of the hidden rules of class, resources, family structure, and language. [MORE](#)



Collaboration for Kids: Early Intervention Tools

Audience: School and community agency professionals interested in building a safe, healthy future for their community.

Needs/issues/problems addressed:

- ◆ Understanding the child who is “unavailable to learn” due to issues outside of school [MORE](#)

Workshop Description:

Through the Collaboration for Kids training, you will learn a new structure for reaching out to children and families early in a child’s life, when a difference truly can be made for the child, the family, and the community. [MORE](#)



Reading by Age 5 (Tucker Signing for Early Childhood Reading)

Audience: Recommended for pre-K and Head Start teachers, elementary teachers, and parents.

Needs/issues/problems addressed:

- ◆ Pre-conception to age 6

Workshop Description:

See It, Sign It, Say It, Read It! It’s a well-known fact: The area of the brain responsible for language development shares nerve endings with the part of the brain responsible for motor coordination. No wonder young children love to use their hands to communicate! [MORE](#)



Strategic Development Consulting



Click on any title for more information.

Strategic Consulting

Audience: Bridges audiences meeting prerequisites.

Needs/issues/problems addressed:

- ♦ Strategic development consulting
- ♦ Taking Bridges to the next level

Workshop Description:

Consulting helps advance your organization's success by looking at topics like how to build human capacity of your employees while at the same time improving your retention rates, organizational culture, employee productivity, and improving your bottom line. [MORE](#)

Sustainable Communities



Click on any title for more information.

Bridges Out of Poverty: Strategies for Professionals and Communities

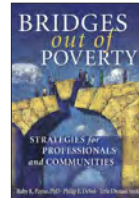
Audience: Communities, organizations, agencies, businesses, colleges, courts, hospitals, etc.

Needs/issues/problems addressed:

- ♦ Government
- ♦ Nonprofit agencies

Workshop Description:

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Bridges Out of Poverty: Applying Bridges Concepts

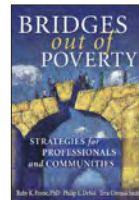
Audience: Communities, organizations, agencies, businesses, colleges, hospitals, courts, etc.

Needs/issues/problems addressed:

- ♦ Bridges for government and nonprofit agencies

Workshop Description:

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Bridges to Sustainable Communities

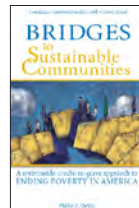
Audience: Bridges audiences meeting prerequisites.

Needs/issues/problems addressed:

- ♦ Comprehensive community approach to poverty
- ♦ Taking Bridges to the next level

Workshop Description:

Communities that want to achieve sustainability using aha! Process knowledge are encouraged to use a wide variety of aha! Process products and consultants to create communities where everyone can live well. [MORE](#)



Getting Ahead™ in a Just-Gettin'-By World Facilitator Training

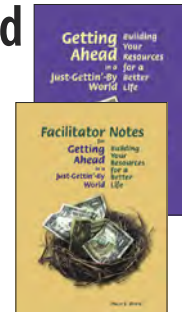
Audience: Individuals with a strong foundation in Bridges knowledge who want to be Getting Ahead facilitators.

Needs/issues/problems addressed:

- ♦ Engaging people in poverty
- ♦ Parent engagement in schools

Workshop Description:

This workshop prepares you to train administrators, managers, and front-line staff in social service agencies to improve skills and outcomes when working with people in poverty. [MORE](#)



Hear Our Cry: Boys in Crisis

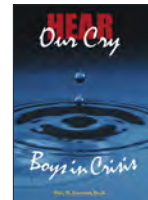
Audience: Recommended for K–12 teachers, staff, parents.

Needs/issues/problems addressed:

- ♦ Boys' achievement and discipline
- ♦ Working with middle and high school youth

Workshop Description:

Boys account for 85% of the discipline problems in schools. They also constitute the largest populations in special education, Title I, and those who have reading and writing problems. Boys are the ones who have committed the violent acts in America's schools, and they are the most likely to drop out of school. [MORE](#)



Strategic Consulting

Audience: Bridges audiences meeting prerequisites.

Needs/issues/problems addressed:

- ♦ Strategic development consulting
- ♦ Taking Bridges to the next level

Workshop Description:

Consulting helps advance your organization's success by looking at topics like how to build human capacity of your employees while at the same time improving your retention rates, organizational culture, employee productivity, and improving your bottom line. [MORE](#)

Taking Bridges to the Next Level



Click on any title for more information.

Bridges Into Health: Strategies to Reduce Inequities and Improve Health Outcomes

Audience: Community leaders, clinical staff, private, nonprofit, and public health sectors.

Needs/issues/problems addressed:

- Health

Workshop Description:

Bridges Into Health dovetails the Bridges Out of Poverty concepts and tools with the growing body of health inequities research. Poor health is a huge cost of poverty in the United States. Economic class affects all aspects of health and health care.

[MORE](#)

Bridges to Sustainable Communities

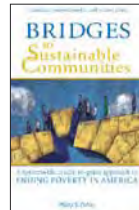
Audience: Bridges audiences meeting prerequisites.

Needs/issues/problems addressed:

- Comprehensive community approach to poverty
- Taking Bridges to the next level

Workshop Description:

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Hidden Rules of Class at Work

Audience: Employers and human resource personnel.

Needs/issues/problems addressed:

- Business
- Taking Bridges to the next level

Workshop Description:

Hidden Rules of Class at Work provides numerous tools for supervisors and managers to communicate effectively and understand the motivations of their staff. [MORE](#)



Understanding and Engaging Under-Resourced College Students

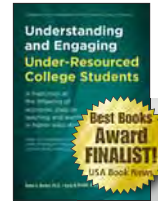
Audience: Recommended for postsecondary faculty and staff.

Needs/issues/problems addressed:

- Under-resourced college students

Workshop Description:

A deeper understanding of the challenges—and strengths—that students from poverty bring to college will help faculty, staff, and administration create the conditions that make success achievable, not merely accessible. [MORE](#)



Understanding Class for Law Enforcement

Audience: Law enforcement personnel.

Needs/issues/problems addressed:

- Government and nonprofit agencies

Workshop Description:

Information from the Bridges Out of Poverty workshop is tailored to help law enforcement workers understand the differences among the three classes they generally encounter on calls (poverty, middle class, and wealth).

[MORE](#)



What Every Church Member Should Know About Poverty

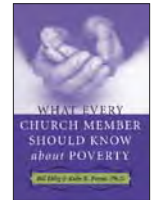
Audience: Members of faith community.

Needs/issues/problems addressed:

- Faith-based groups

Workshop Description:

This seminar presents information and issues to increase knowledge and awareness of the issues faced by people living in poverty and ways in which churches may minister to individuals from poverty. [MORE](#)



Strategic Consulting

Audience: Bridges audiences meeting prerequisites.

Needs/issues/problems addressed:

- Strategic development consulting
- Taking Bridges to the next level

Workshop Description:

Consulting helps advance your organization's success by looking at topics like how to build human capacity of your employees while at the same time improving your retention rates, organizational culture, employee productivity, and improving your bottom line. [MORE](#)

Workforce Development, Jobs, Retention Rates



Click on any title for more information.

Applying Bridges Concepts for Business

Audience: Managers, supervisors, select business and community partners.

Workshop Description:

Improve your bottom line as you and your organization review and restructure the way you do business based on the Bridges constructs.

Needs/issues/problems addressed:

- ◆ Business

[MORE](#)

Best Practices from the Business Community of Practice

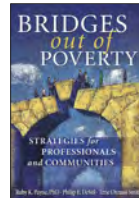
Audience: Managers, supervisors, select business and community partners.

Workshop Description:

Many companies and businesses have applied Bridges concepts in their settings: construction, light manufacturing, utilities, hospitals, workforce development, food, retail, hospitality, recycling, and behavioral health care. [MORE](#)

Needs/issues/problems addressed:

- ◆ Business



Bridges for Business Core Constructs—Overview

Audience: CEO and executive level.

Workshop Description:

Advance your organization's success by hosting this short overview that will address how Bridges for Business will build the human capacity of your employees while at the same time improving your retention rates, organizational culture, employee productivity, and your bottom line. [MORE](#)

Needs/issues/problems addressed:

- ◆ Business

Bridges for Business—Strategies for Business Professionals

Audience: Managers, supervisors, select business and community partners.

Workshop Description:

If you are looking to reduce unexplained absences, improve the bottom line, and develop the capacity of your employees, explore the innovative concepts and training found in this workshop. [MORE](#)

Needs/issues/problems addressed:

- ◆ Poverty

Bridges to Sustainable Communities

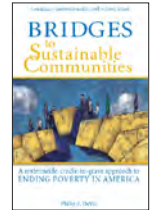
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Needs/issues/problems addressed:

- ◆ Comprehensive community approach to poverty
- ◆ Taking Bridges to the next level



Design Bridges Model for Business Success

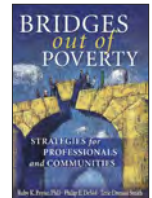
Audience: Top management, middle management, supervisors.

Workshop Description:

Building on the best practices shared by the Bridges community of practice, consultants will assist the company's team to develop a Bridges model that meets their needs. This process is tailored to the needs of the business and involves a great deal of group work from the participants. [MORE](#)

Needs/issues/problems addressed:

- ◆ Business



Getting™ Ahead in a Just-Gettin'-By World for Business

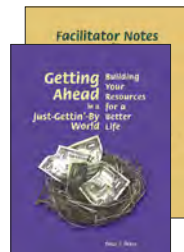
Audience: Those employees selected to facilitate classes.

Workshop Description:

Getting Ahead facilitates a 45-hour learning process done over 16–20 weeks that helps low-wage employees create their own path to a stable and secure life for themselves and their families and to participate in developing prosperous communities. [MORE](#)

Needs/issues/problems addressed:

- ◆ Business workforce development, jobs, retention rates



Strategic Consulting

Audience: Bridges audiences meeting prerequisites.

Workshop Description:

Consulting helps advance your organization's success by looking at topics like how to build human capacity of your employees while at the same time improving your retention rates, organizational culture, employee productivity, and improving your bottom line. [MORE](#)

Needs/issues/problems addressed:

- ◆ Strategic development consulting
- ◆ Taking Bridges to the next level

Working with Middle and High School Youth



Click on any title for more information.

Collaboration for Kids: Early Intervention Tools

Audience: School and community agency professionals interested in building a safe, healthy future for their community.

Needs/issues/problems addressed:

- ♦ Understanding the child who is "unavailable to learn" due to issues outside of school [MORE](#)

Workshop Description:

Through the Collaboration for Kids training, you will learn a new structure for reaching out to children and families early in a child's life, when a difference truly can be made for the child, the family, and the community. [MORE](#)



A Framework for Understanding Poverty

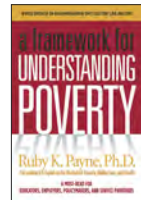
Audience: Designed for elementary and secondary schools of any size.

Needs/issues/problems addressed:

- ♦ Poverty
- ♦ Achievement gap and accountability requirements

Workshop Description:

This initial seminar, based on the book A Framework for Understanding Poverty by Ruby K. Payne, Ph.D., provides an in-depth study of information and issues that will increase the participants' knowledge and understanding of people in poverty. [MORE](#)



Developing the Emotional Resources of Your Students

Audience: Recommended for secondary and postsecondary educators.

Needs/issues/problems addressed:

- ♦ Working with middle and high school youth

Workshop Description:

Learn the significance and impact emotional resources exert on the decision-making processes of students, parents, faculty, and staff members. Anger management techniques and the role of mutual respect will be reviewed. [MORE](#)

Motivation: How to Motivate Students to Increase Performance

Audience: Recommended for secondary and postsecondary educators.

Needs/issues/problems addressed:

- ♦ Working with middle and high school youth

Workshop Description:

Receive tools to improve student performance and motivation. This course guides participants through an investigation of issues related to student motivation. [MORE](#)

Hear Our Cry: Boys in Crisis

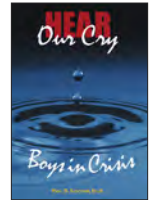
Audience: Recommended for K–12 teachers, staff, parents.

Needs/issues/problems addressed:

- ♦ Boys' achievement and discipline
- ♦ Working with middle and high school youth

Workshop Description:

Boys account for 85% of the discipline problems in schools. They also constitute the largest populations in special education, Title I, and those who have reading and writing problems. Boys are the ones who have committed the violent acts in America's schools, and they are the most likely to drop out of school. [MORE](#)



Raising Achievement with 9 Systemic Processes

Audience: Recommended for K–12 teachers.

Needs/issues/problems addressed:

- ♦ Achievement gap
- ♦ Alternative school students
- ♦ Poverty/Title I

Workshop Description:

Learn the nine teacher-friendly processes that are designed to raise student achievement. From applying accountability requirements and disaggregating data at the classroom level to utilizing relational learning strategies and more. [MORE](#)



Research-Based Strategies

Audience: Recommended for instructional staff (teachers, classroom paraprofessionals).

Needs/issues/problems addressed:

- ♦ Poverty
- ♦ Achievement gap
- ♦ Response to Intervention (RTI)

Workshop Description:

A teacher-friendly workshop focused on serving under-resourced students, Research-Based Strategies provides educators with hands-on techniques that help them narrow and then eliminate the achievement gap for all students, but especially under-resourced students. [MORE](#)



The R Rules Facilitator Training

Audience: Recommended for secondary audiences and alternative high schools.

Needs/issues/problems addressed:

- ♦ Working with middle and high school youth

Workshop Description:

This workshop helps facilitators learn to present The R Rules: A Guide for Teens to Identify and Build Resources, a curriculum for teens that can be used as a for-credit course, can be integrated into life skills, consumer, or business classes, and provides targeted interventions and supports school or program goals. [MORE](#)



Alphabetical Listing

Click on any title for more information or scroll down through the pages.

Foundational Workshops

Bridges Out of Poverty: Strategies for Professionals and Communities
 Getting Ahead in a Just-Gettin'-By World Facilitator Training
 Strategic Consulting

Applying Bridges Concepts for Business

Best Practices from the Business Community of Practice

Bridges for Business Core Constructs—Overview

Bridges for Business—Strategies for Business Professionals

Bridges into Health: Strategies to Reduce Inequities and Improve Health Outcomes

Bridges Out of Poverty: Applying Bridges Concepts

Bridges Out of Poverty: Strategies for Professionals and Communities

Bridges Out of Poverty Trainer Certification

Bridges to Sustainable Communities

Collaboration for Kids: Early Intervention Tools

Design Bridges Model for Business Success

Developing the Emotional Resources of Your Students

Evening Workshop with Parents

A Framework for Understanding Poverty

Getting Ahead in a Just-Gettin'-By World Facilitator Training

Getting Ahead in a Just-Gettin'-By World for Business

Hear Our Cry: Boys in Crisis

Hidden Rules of Class at Work

Higher Education: College Retention and Engagement—A Systems Approach

Higher Education: Investigations into Economic Class in America (IECA)

Higher Education: Motivation—How to Motivate Students to Increase Performance

Higher Education: Principles of Effective Pedagogy in the Classroom and on Campus

Higher Education: Strategic Consulting

Higher Education: Understanding and Engaging Under-Resourced College Students (URCS)

Higher Education: URCS/IECA Trainer Certification

Understanding and Engaging Under-Resourced College Students/Investigations into Economic Class in America

Motivation: How to Motivate Students to Increase Performance

Parenting Someone Else's Child

The R Rules Facilitator Training

Raising Achievement with 9 Systemic Processes

Reading by Age 5 (Tucker Signing for Early Childhood Reading)

Research-Based Strategies

Strategic Consulting

Understanding Class for Law Enforcement

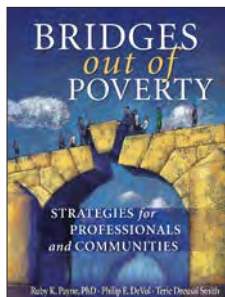
What Every Church Member Should Know About Poverty

Working with Parents

aha! Process, Inc.

Bridges Out of Poverty: Strategies for Professionals and Communities

In this one-day workshop, participants will create a mental model of poverty, review poverty research, examine a theory of change, and analyze poverty through the prism of the hidden rules of class, resources, family structure, and language. The seminar puts into words what many veteran professionals and community members have experienced. Throughout the workshop, participants will receive specific strategies for improving outcomes for people living in poverty, but the focus of the workshop is to provide a broad overview of concepts.



Audience: Communities, organizations, agencies, businesses, colleges, courts, hospitals, etc.

Audience size: No limit to number of participants.

Needs/issues/problems addressed in this workshop:

- ◆ Government and nonprofit agencies
- ◆ Faith communities
- ◆ Foundational training

Workshop options:

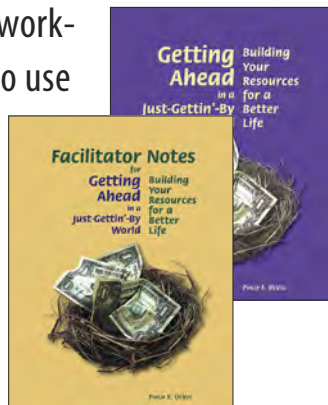
- ◆ One-day workshop
- ◆ Two ½-day workshops
- ◆ Overview (2–3 hours)
- ◆ Keynote
- ◆ Breakout

Prerequisites: None.

Begin the booking process—
Call your representative at (800) 424-9484.

Getting Ahead™ in a Just-Gettin'-By World Facilitator Training

Getting Ahead in a Just-Gettin'-By World is a workbook for people in poverty that shows how to use the hidden rules of class to build up financial, emotional, social, and other resources. Understanding the hidden rules of the middle class and wealth, and choosing to use them, can open doors to new relationships, new jobs, and higher resources.



Working in a group with a facilitator, people who use this workbook will develop a series of mental models to examine their own lives and create new future stories. In 15–20 sessions, participants explore the impact that poverty has had on them, investigate economic realities, complete a self-assessment of their own resources and make plans to build them, and develop a mental model of community prosperity.

The Getting Ahead process does not provide answers to the participants on how to establish economic stability, nor does it make the argument for change. Instead, motivation, insight, and plans come from the participants themselves. Upon completing Getting Ahead, participants will have a plan of their own based on the knowledge acquired through the co-investigative process and expressed in new mental models.

Getting Ahead offers Dr. Ruby Payne's concepts, which are familiar to educators and social service providers across the country, directly to people in poverty.

Audience: Individuals with a strong foundation in Bridges knowledge who want to be Getting Ahead facilitators.

Audience size: Limited to 70 participants.

Needs/issues/problems addressed in this workshop:

- ◆ Engaging people in poverty
- ◆ Parent engagement in schools

Workshop options:

- ◆ One-day
- ◆ Two-day
- ◆ Six hours of e-Learning in two-hour increments

Prerequisites (for facilitators): Bridges Out of Poverty or A Framework for Understanding Poverty.

**Begin the booking process—
Call your representative at (800) 424-9484.**

Strategic Consulting

Consulting helps advance your organization's success by looking at topics like how to build human capacity of your employees while at the same time improving your retention rates, organizational culture, employee productivity, and improving your bottom line. Consulting addresses the root causes and costs of employee instability, the economic environments, the hidden rules of class, and how these factors affect your managers and low-wage workers. Consulting provides tools and processes to move your business forward successfully.

This consulting is tailored to the needs of the organization and can also include design/redesign of programs as desired. The work typically includes the development of four streams of knowledge: aha! Process knowledge, the organization's theory of business, the client or customer's experience, and principals of change. The group analyzes the knowledge and brainstorms to develop new strategies, policies, and procedures to improve outcomes.

**Begin the booking process—
Call your representative at (800) 424-9484.**

Audience: Bridges audiences meeting prerequisites.

Audience size: No limit to number of participants.

Needs/issues/problems addressed in this workshop:

- ◆ Strategic development consulting
- ◆ Taking Bridges to the next level

Workshop options:

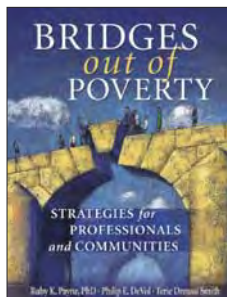
- ◆ One-day

Prerequisites:

- ◆ Community trained in A Framework for Understanding Poverty or Bridges Out of Poverty workshops
- ◆ Commitment to ongoing Bridges workshops
- ◆ Participation of donors, community and government leaders, and people in poverty
- ◆ Assigned community team
- ◆ Commitment to development strategies
- ◆ Participation in gathering data, reporting, and outcome research.

Applying Bridges Concepts for Business

Improve your bottom line as you and your organization review and restructure the way you do business based on the Bridges constructs. Learn strategies that build relationships and improve employee productivity.



This workshop is an extension of the Bridges for Business workshop in which management and supervisors will learn more about the language experience, cognitive issues, and barriers to change that impact people at all levels in the organization, including entry-level workers.

You will learn how to use mental models to communicate effectively, learn quickly, explore options, and develop future stories. Participants will also explore the skills of mediation, relationship building, and mentoring.

This workshop introduces strategies for organizational change, policies, and procedures to improve outcomes.

Audience: Managers, supervisors, select business and community partners.

Audience size: No limit to number of participants.

Needs/issues/problems addressed in this workshop:

- ◆ Business
- ◆ Workforce development, jobs, retention rates

Workshop options:

- ◆ One-day

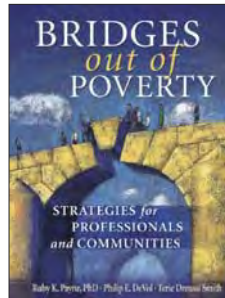
Prerequisites: Bridges for Business workshop.

Begin the booking process—

Call your representative at (800) 424-9484.

Best Practices from the Business Community of Practice

Many companies and businesses have applied Bridges concepts in their settings: construction, light manufacturing, utilities, hospitals, workforce development, food, retail, hospitality, recycling, and behavioral health care.



Consultation with companies that have designed local solutions using Bridges constructs can be done on-site or with multimedia communications. Linking design elements to the Bridges constructs will help each company either implement what others have done or create their own innovations.

Audience: Managers, supervisors, select business and community partners.

Audience size: No limit to number of participants.

Needs/issues/problems addressed in this workshop:

- ◆ Business
- ◆ Workforce development, jobs, retention rates

Workshop options:

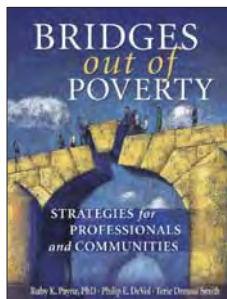
- ◆ One-day
- ◆ Online delivery

Prerequisites: None.

Begin the booking process—
Call your representative at (800) 424-9484.

Bridges for Business Core Constructs—Overview

Advance your organization's success by hosting this short overview that will address how Bridges for Business will build the human capacity of your employees while at the same time improving your retention rates, organizational culture, employee productivity, and your bottom line. This consulting session will address the root causes and costs of employee instability, the economic environments, the hidden rules of class and how they affect your managers and low-wage workers, and how our Bridges for Business initiative provides tools and processes to move your business forward successfully.



Audience: CEO and executive level.

Audience size: No limit to number of participants.

Needs/issues/problems addressed in this workshop:

- ◆ Business
- ◆ Workforce development, jobs, retention rates

Workshop options:

- ◆ Two hours

Prerequisites: None.

Begin the booking process—

Call your representative at (800) 424-9484.

Bridges for Business—Strategies for Business Professionals

"Now I understand how class affects me and why I was not always effective in my work."

If you are looking to reduce unexplained absences, improve the bottom line, and develop the capacity of your employees, explore the innovative concepts and training found in this workshop. This workshop will help your business build upon its employees to get the business results you are looking for.

Bridges for Business represents a powerful tool for change. Based in part on Dr. Ruby Payne's *A Framework for Understanding Poverty*, Bridges reaches out to many businesses whose daily work connects them with the lives of people in poverty and low-wage workers. Bridges training contains case studies, detailed analysis, helpful charts and exercises, and specific solutions you and your organization can implement right now to:

- ◆ Redesign business processes that get the results you are looking for
- ◆ Build skill sets for management
- ◆ Upgrade training for your low-wage workers
- ◆ Bridge the communication gap between managers and low-wage workers
- ◆ Help empower employees to stabilize their environments outside of work
- ◆ Lower your turnover rates and costs of unexplained absences with innovative programs that stabilize the environment of low-wage employees

Testimonials:

"Once you are ready to start [a Bridges initiative], the most important step is education. Tap into resources from aha! Process, including Ruby Payne's book *Bridges Out of Poverty* and the training with the same name. Involve your human resources department, managers, and supervisors in the training so you develop a common understanding of how economic class impacts our workplace, and you can avoid many typical notions and stereotypes about poverty. In most businesses, the topic of 'poverty' is taboo and therefore the education process is critical to get everyone on the same page."

—From a Rhino Way Program Guide Released by Rhino Foods, March 2011

"In the course of more than a decade of working with the unemployed and working poor in Cincinnati, we've found Ruby Payne's *Bridges Out of Poverty* the most useful book for helping our staff, board of trustees, and possible funders understand the issues we confront on a daily basis with our members. It's required reading for those associated with Cincinnati Works. Dr. Payne's understanding of the mindset of the poor is unparalleled, and she does a marvelous job communicating why middle class 'solutions' to poverty don't work."

—Liane Phillips, Co-Founder of Cincinnati Works, the Nation's Leading Back-to-Work Program, and Co-Author of *Why Don't They Just Get a Job? One Couple's Mission to End Poverty in Their Community*

Audience: Managers, supervisors, select business and community partners.

Audience size: No limit to number of participants.

Needs/issues/problems addressed in this workshop:

- ◆ Business
- ◆ Workforce development, jobs, retention rates

Workshop options:

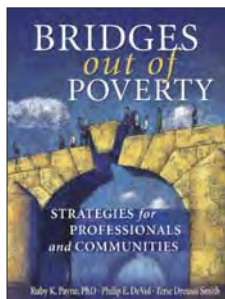
- ◆ One-day

Prerequisites: None.

**Begin the booking process—
Call your representative at (800) 424-9484.**

Bridges Into Health: Strategies to Reduce Inequities and Improve Health Outcomes

Bridges Into Health dovetails the Bridges Out of Poverty concepts and tools with the growing body of health inequities research. Poor health is a huge cost of poverty in the United States. Economic class affects all aspects of health and health care. To improve this, strategies must address economic class and other social determinants.



The workshop includes a continuum of policy and practice critical to improving health among the disadvantaged. Research links overall health to economic stability, education, safe and affordable housing, nutrition/food security, and other factors. Meaningful learning tasks, direct teaching, videos, and large-group dialogue are integrated into this workshop.

Bridges Into Health:

- ◆ Highlights how social capital and social interactions can be redesigned to improve health outcomes
- ◆ Provides an overview of research that indicates “poverty is making us sick”
- ◆ Introduces a dialogue on how Robert Sapolsky’s “Theory of Social Coherence” is limiting access to health care within our health care systems and community health initiatives
- ◆ Illustrates tools to address health inequities

The workshop is for community leaders from all sectors, as well as clinical staff at all levels in the private nonprofit and public health sectors. There will be a two-hour Bridges Out of Poverty overview from a fresh perspective embedded in the workshop.

Audience: Community leaders, clinical staff, private, nonprofit, and public health sectors.

Audience size: No limit to number of participants.

Needs/issues/problems addressed in this workshop:

- ◆ Health

Workshop options:

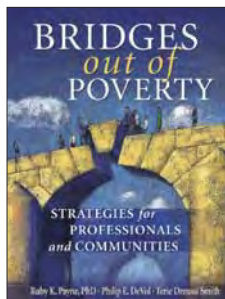
- ◆ One-day
- ◆ Online professional development

Prerequisites: None.

**Begin the booking process—
Call your representative at (800) 424-9484.**

Bridges Out of Poverty: Applying Bridges Concepts

This workshop is an extension of the Bridges Out of Poverty seminar. Concepts from Bridges Out of Poverty are extended to allow for more discussion and interaction. In this seminar participants will learn more about language experience, cognitive issues, and barriers to change. Participants learn how to use mental models to communicate effectively and to assist clients from poverty to learn quickly, explore options, and develop future stories. Participants will also explore the skills of mediation, relationship building, and mentoring. It also introduces strategies for changing program designs, policies, and procedures to improve outcomes. Participants will use case studies and an examination of the client's lifecycle to identify principles of change.



Audience: Communities, organizations, agencies, businesses, colleges, hospitals, courts, etc.

Audience size: Limited to 200 participants.

Needs/issues/problems addressed in this workshop:

- ◆ Bridges for government and nonprofit agencies
- ◆ Workforce development, jobs, retention rates

Workshop options:

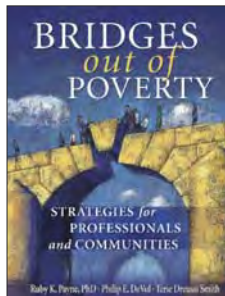
- ◆ One-day workshop
- ◆ Two ½-day workshops

Prerequisites: Bridges Out of Poverty.

Begin the booking process—
Call your representative at (800) 424-9484.

Bridges Out of Poverty: Strategies for Professionals and Communities

In this one-day workshop, participants will create a mental model of poverty, review poverty research, examine a theory of change, and analyze poverty through the prism of the hidden rules of class, resources, family structure, and language. The seminar puts into words what many veteran professionals and community members have experienced. Throughout the workshop, participants will receive specific strategies for improving outcomes for people living in poverty, but the focus of the workshop is to provide a broad overview of concepts.



Audience: Communities, organizations, agencies, businesses, colleges, courts, hospitals, etc.

Audience size: No limit to number of participants.

Needs/issues/problems addressed in this workshop:

- ◆ Government and nonprofit agencies
- ◆ Faith communities
- ◆ Foundational training

Workshop options:

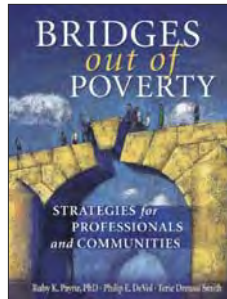
- ◆ One-day workshop
- ◆ Two ½-day workshops
- ◆ Overview (2–3 hours)
- ◆ Keynote
- ◆ Breakout

Prerequisites: None.

Begin the booking process—
Call your representative at (800) 424-9484.

Bridges Out of Poverty: Strategies for Professionals and Communities Trainer Certification

This workshop certifies you to train administrators, managers, and front-line staff in social service agencies to improve skills and outcomes when working with people in poverty. Improve agency outcomes by enhancing the front-line staff skills, redesigning programs and procedures, rethinking theories of change, and examining policies and procedures that either facilitate or inhibit efforts to “move clients.”



Audience: Individuals wanting to be Bridges trainers.

Audience size: No limit to number of participants.

Needs/issues/problems addressed in this workshop:

- ◆ Bridges trainer certification

Workshop options:

- ◆ Open enrollment to three-day workshop
- ◆ Private trainer certification available

Prerequisites:

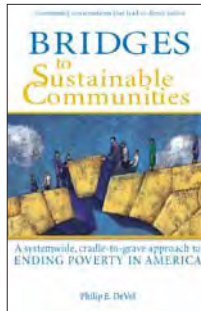
- ◆ A Framework for Understanding Poverty (Day 1)
- ◆ Bridges Out of Poverty, or the Framework audio workshop kit.

Begin the booking process—
Call your representative at (800) 424-9484.

Bridges to Sustainable Communities

Communities that want to achieve sustainability using aha! Process knowledge are encouraged to use a wide variety of aha! Process products and consultants to create communities where everyone can live well.

- ◆ Develop a comprehensive community approach to poverty
- ◆ Create a structure to support and maintain the initiative
- ◆ Engage all classes, sectors, and political persuasions in the Bridges initiative.



Contracting for this level of implementation and communitywide sustainability planning will be tailored to the specific needs of the community.

Additional services include:

- ◆ aha! Process consultants
- ◆ aha! Process products
- ◆ Trainer Certification
- ◆ Phone and on-site consultation
- ◆ E-training

Begin the booking process—

Call your representative at (800) 424-9484.

Audience: Bridges audiences meeting prerequisites.

Audience size: No limit to number of participants.

Needs/issues/problems addressed in this workshop:

- ◆ Comprehensive community approach to poverty
- ◆ Taking Bridges to the next level

Workshop options:

- ◆ One-day

Length: Multi-year commitment

Prerequisites:

- ◆ Community trained in A Framework for Understanding Poverty
- ◆ Community trained in Bridges Out of Poverty
- ◆ Commitment to ongoing Day One events
- ◆ Participation of donors, community leaders, government leaders, and people in poverty
- ◆ Community team assigned to manage the process in cooperation with aha! Process consultants
- ◆ Commitment to the development of strategies across the entire continuum of research on the causes of poverty
- ◆ Participation in gathering data, reporting, and outcome research

Collaboration for Kids: Early Intervention Tools

Through Collaboration for Kids you will learn a new structure for reaching out to the high-risk child who is “unavailable to learn” because of issues outside of school, and you will find new skills for engaging parents in their child’s education and social growth. Documented results obtained from the Collaboration for Kids team approach are significant and listed below:

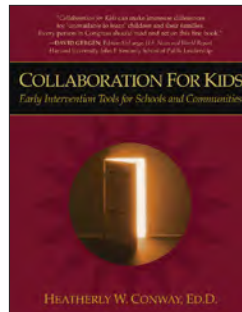
- ◆ Corrected absenteeism/truancy
- ◆ Improved behaviors
- ◆ Continued academic progress
- ◆ Better use of community services
- ◆ Improved test scores
- ◆ Stabilized child and family

Through stabilizing the child of concern, all classmates receive the benefit of more teaching and learning time, thus increasing academic success.

Collaboration for Kids answers the questions:

- ◆ Who is the “unavailable child?”
- ◆ What strategies can I use to help this child?
- ◆ How do we engage parents while working with this initiative?
- ◆ What tools do we need to correct truancy issues?
- ◆ How does Collaboration for Kids improve test scores?
- ◆ Will this initiative take too much of my time?
- ◆ How does this initiative help me?
- ◆ How do we engage community agencies in a team effort?

The one-day workshop offers an overview that answers the previous questions, discusses a renewed concept of collaboration and team action, and answers the questions, “How does the Collaboration for Kids initiative get started, and how does it relate to academic progress?”



The two-day training offers the content overview of Day One answering the above questions, as well as presenting the research, procedures, team strategies, team building, start-up policies, and assistance to personalize and build a Collaboration for Kids initiative to fit your schools and community.

Audience: School and community agency professionals interested in the wellbeing of at-risk “unavailable children” and their healthy stabilization, their educational achievement, and their appropriate social development. Those interested in building a safe, healthy future for their community and the nation.

Audience size: Ideal size is 50 participants or fewer.

Needs/issues/problems addressed in this workshop:

- ◆ Understanding the child who is “unavailable to learn” due to issues outside of school
- ◆ Correcting of truancy/attendance issues
- ◆ Increasing test scores
- ◆ Engaging parents
- ◆ Building neglected community relations
- ◆ Grasping the need for community collaboration
- ◆ Positively impacting parent, school, and community relationships

Workshop options:

- ◆ One-day
- ◆ Two-day
- ◆ Follow-up consulting available

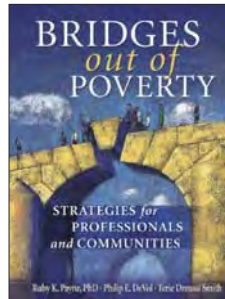
Prerequisites: None.

Begin the booking process—

Call your representative at (800) 424-9484.

Design Bridges Model for Business Success

Building on the best practices shared by the Bridges community of practice, consultants will assist the company's team to develop a Bridges model that meets their needs. This process is tailored to the needs of the business and involves a great deal of group work from the participants. The work typically includes the development of five streams of knowledge: Bridges concepts, information on best practices, the organization's theory of business, the employee or customer's experience, and principles of change. The group analyzes the knowledge and brainstorms to develop new strategies, policies, and procedures to improve outcomes with our strategic development consultant.



Organizations are encouraged to establish and measure outcomes, establish concrete timelines, and assign responsibilities.

Begin the booking process—
Call your representative at (800) 424-9484.

Audience: Top management, middle management, supervisors.

Audience size: No limit to number of participants.

Needs/issues/problems addressed in this workshop:

- ◆ Business
- ◆ Workforce development, jobs, retention rates

Workshop options:

- ◆ One-day

Prerequisites: Bridges Out of Poverty workshop, Applying Bridges Concepts for Business.

Developing the Emotional Resources of Your Students

Learn the significance and impact emotional resources exert on the decision-making processes of students, parents, faculty, and staff members. Anger management techniques and the role of mutual respect will be reviewed.

- ◆ Develop a working definition of emotional resources
- ◆ Examine internal and external boundaries
- ◆ Identify events or actions that trigger emotional responses
- ◆ Review the process of anger escalation
- ◆ Utilize an emotional resource checklist
- ◆ Compare deposits to withdrawals in an emotional bank account
- ◆ Develop a working definition of emotional safety
- ◆ Analyze strategies to develop mutual respect
- ◆ Utilize a mutual respect checklist
- ◆ Study effective communication skills

Audience: Recommended for secondary and postsecondary educators.

Audience size: Limited to 30 participants.

Needs/issues/problems addressed in this workshop:

- ◆ Working with middle and high school youth

Workshop options:

- ◆ Online professional development

Prerequisites: None.

Begin the booking process—

Call your representative at (800) 424-9484.

Evening Workshop with Parents

Based on the work of Ruby K. Payne, Ph.D., this workshop provides parents with information and practical strategies designed to help their children achieve success at home and at school. Topics include communication skills, discipline strategies, and planning behaviors.

Audience: Intended for parents of current students.

Audience size: No limit to number of participants.

Needs/issues/problems addressed in this workshop:

- ◆ Parents

Workshop options:

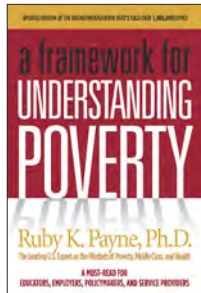
- ◆ Evening workshop before or after an aha! Process full-day workshop

Prerequisites: None.

Begin the booking process—
Call your representative at (800) 424-9484.

A Framework for Understanding Poverty

This initial seminar, based on the book *A Framework for Understanding Poverty* by Ruby K. Payne, Ph.D., provides an in-depth study of information and issues that will increase the participants' knowledge and understanding of people in poverty. Topics include: how economic class affects behaviors and mindsets, why students from generational poverty often fear being educated, the "hidden rules" within economic classes, discipline interventions that improve behavior, and the eight resources that make a difference in success. Related discussions include case studies, support systems, the role of language registers, discourse patterns and story structure, and the relationship between eye movement and learning. This seminar is designed for audiences of both elementary- and secondary-level educators with adaptation and application available for community, social service, and faith community audiences.



Audience: Designed for elementary and secondary schools of any size.

Audience size: No limit to number of participants.

Needs/issues/problems addressed in this workshop:

- ◆ Poverty
- ◆ Achievement gap and accountability requirements

Workshop options:

- ◆ One-day workshop
- ◆ Two ½-day workshops
- ◆ Overview (2–3 hours)
- ◆ Keynote
- ◆ Breakout

Prerequisites: None.

College credit hours available.

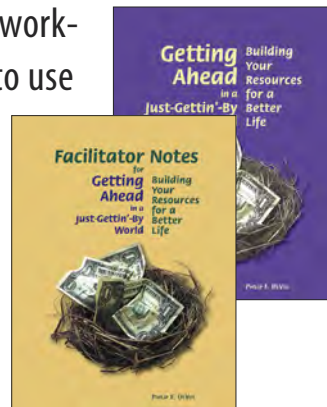
When you book *A Framework for Understanding Poverty workshop*, we are offering the option to purchase an online inventory that surveys your staff in order to customize the program for your school's and your teachers' specific needs. [Click here to see a sample survey.](#)

Available as a workshop at your school, or check our training dates for seminars with this title.

**Begin the booking process—
Call your representative at (800) 424-9484.**

Getting Ahead™ in a Just-Gettin'-By World Facilitator Training

Getting Ahead in a Just-Gettin'-By World is a workbook for people in poverty that shows how to use the hidden rules of class to build up financial, emotional, social, and other resources. Understanding the hidden rules of the middle class and wealth, and choosing to use them, can open doors to new relationships, new jobs, and higher resources.



Working in a group with a facilitator, people who use this workbook will develop a series of mental models to examine their own lives and create new future stories. In 15–20 sessions, participants explore the impact that poverty has had on them, investigate economic realities, complete a self-assessment of their own resources and make plans to build them, and develop a mental model of community prosperity.

The Getting Ahead process does not provide answers to the participants on how to establish economic stability, nor does it make the argument for change. Instead, motivation, insight, and plans come from the participants themselves. Upon completing Getting Ahead, participants will have a plan of their own based on the knowledge acquired through the co-investigative process and expressed in new mental models.

Getting Ahead offers Dr. Ruby Payne's concepts, which are familiar to educators and social service providers across the country, directly to people in poverty.

Audience: Individuals with a strong foundation in Bridges knowledge who want to be Getting Ahead facilitators.

Audience size: Limited to 70 participants.

Needs/issues/problems addressed in this workshop:

- ◆ Engaging people in poverty
- ◆ Parent engagement in schools

Workshop options:

- ◆ One-day
- ◆ Two-day
- ◆ Six hours of e-Learning in two-hour increments

Prerequisites (for facilitators): Bridges Out of Poverty or A Framework for Understanding Poverty.

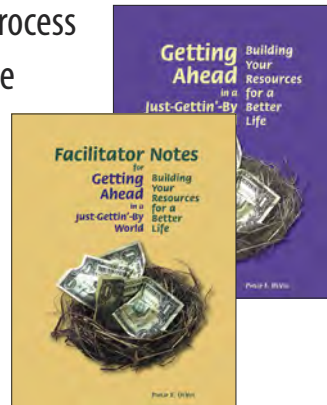


**Begin the booking process—
Call your representative at (800) 424-9484.**

Getting Ahead™ in a Just-Gettin'-By World for Business

Getting Ahead facilitates a 45-hour learning process done over 16–20 weeks that helps low-wage employees create their own path to a stable and secure life for themselves and their families and to participate in developing prosperous communities. Participants learn the same information that managers and supervisors receive in a Bridges workshop, thus giving everyone a common language for the Bridges initiative. Understanding the hidden rules of class and resources can improve relationships, help resolve conflicts, and open doors to new opportunities and job promotions.

Getting Ahead has been tailored for the workplace and has been used in many work environments.



Facilitator training audience: Those employees selected to facilitate classes.

Audience size: No limit to number of participants.

Participant training audience: Low-wage employees.

Audience size: No limit to number of participants.

Needs/issues/problems addressed in this workshop:

- ◆ Business workforce development, jobs, retention rates

Workshop options:

- ◆ Facilitator training: one-day
- ◆ Participant training: 16–20 sessions, 45 minutes per session

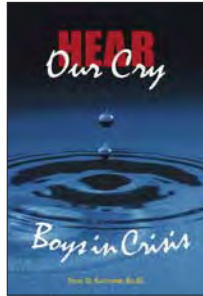
Prerequisites (for facilitators): Bridges Out of Poverty or A Framework for Understanding Poverty.



Begin the booking process—
Call your representative at (800) 424-9484.

Hear Our Cry: Boys in Crisis

Boys account for 85% of the discipline problems in schools. They also constitute the largest populations in special education, Title I, and those who have reading and writing problems. Boys are the ones who have committed the violent acts in America's schools, and they are the most likely to drop out of school.



This workshop focuses on the “why” behind male behavior in schools and what schools can do to begin making school more “boy-friendly.” Issues that affect boys who come from poverty, as well as middle class, will be explored in this session.

Audience: Recommended for K–12 teachers, staff, parents.

Audience size: No limit to number of participants.

Needs/issues/problems addressed in this workshop:

- ◆ Boys' achievement and discipline
- ◆ Working with middle and high school youth

Workshop options:

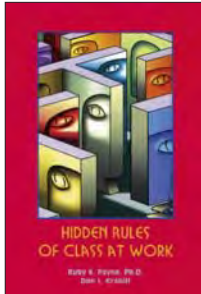
- ◆ One-day
- ◆ Half-day
- ◆ Keynote
- ◆ Breakout
- ◆ Evening workshop for parents (2–3 hours)

Prerequisites: None.

Begin the booking process—
Call your representative at (800) 424-9484.

Hidden Rules of Class at Work

Hidden Rules of Class at Work provides numerous tools for supervisors and managers to communicate effectively and understand the motivations of their staff.



The workshop includes tools to:

- ◆ Improve employee retention rate
- ◆ Raise productivity
- ◆ Assess your employees' strengths based on their resources
- ◆ Understand how the levels of an organization reflect the hidden rules of class
- ◆ Understand how economic class influences opportunities to develop resources
- ◆ Help employees develop the skills needed to function at the level of the organization to which you have promoted them or at which you expect them to function
- ◆ Help determine for whom training dollars will have the most payoff—using our assessment scale
- ◆ Build positive outlook in your workplace

Dr. Ruby K. Payne and Don Krabill based their book, *Hidden Rules of Class at Work* (and the seminar of the same name), on their research study assessing the resources of people who had been promoted in the workplace. Do you know which resource was present in every case? Hear the answer in this workshop!

Audience: Employers and human resource personnel.

Audience size: No limit to number of participants.

Needs/issues/problems addressed in this workshop:

- ◆ Business
- ◆ Taking Bridges to the next level

Workshop options:

- ◆ One-day
- ◆ Half-day
- ◆ Keynote
- ◆ Breakout
- ◆ Overview

Prerequisites: None.

**Begin the booking process—
Call your representative at (800) 424-9484.**

Higher Education: College Retention and Engagement—A Systems Approach

Colleges struggle with retaining and graduating under-resourced college students. Nationally only one third achieve a certificate or degree within six years of enrolling. Campuses have the resources to help students. Why don't students use them? Why do these resources work for some students and not for others?

This workshop presents the framework that many colleges are calling "Bridges to Graduation," a systems approach to retention and graduation based on aha! Process's field-tested constructs and best practices nationwide. The six elements of Bridges to Graduation include:

- ◆ Prepare under-resourced students for campus and civic engagement.
- ◆ Create engaging learning environments.
- ◆ Develop the Bridges Achievement Alliance, a coalition of college faculty and staff and community members, to provide rapid response to student needs and long-term support after graduation.
- ◆ Build actionable partnerships.
- ◆ Solve problems with others on campus or in the community to positively impact students.
- ◆ Develop sustainable communities.

Hands-on program design tailored to your campus and your students

Traditionally, many model programs are prescriptive and therefore require significant grants or funding increases to implement. Bridges to Graduation provides a flexible framework to guide your campus team through the design process in light of current conditions and resources. The result is realistic plans and action steps that can be implemented without substantial new dollars.

Participants will learn to:

- ◆ Understand the program components as they relate to local history, strategic plans, and accreditation requirements.
- ◆ Align existing strengths and resources to achieve the objectives of each element of Bridges to Graduation.
- ◆ Use strategic tools to accelerate committee work.
- ◆ Establish the college as part of a sustainable community initiative.

Audience: Recommended for teams of postsecondary faculty, student services staff, administrators, and community partners.

Audience size: No limit to number of participants.

Needs/issues/problems addressed in this workshop:

- ◆ Higher education
- ◆ Under-resourced college students
- ◆ Retention and graduation rates
- ◆ Student success
- ◆ Student engagement
- ◆ Organizational/systems change

Workshop options: One-day workshop

Prerequisites:

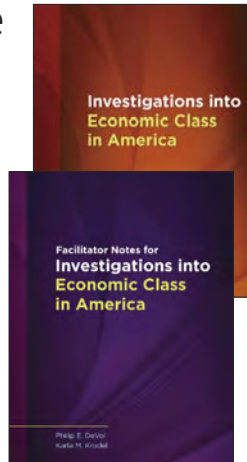
- ◆ Understanding and Engaging Under-Resourced College Students.
- ◆ Also recommended prior to this workshop: Investigations into Economic Class in America Facilitator Workshop.

Begin the booking process—

Call your representative at (800) 424-9484.

Higher Education: Investigations Into Economic Class in America (IECA)

This workshop prepares participants to offer the Investigations curriculum to under-resourced college students. Participants explore the content processes and sequences within the text and develop the facilitation skills that allow students to take on the role of knowledge-creator. The workshop format provides opportunities to design implementation models that address the needs of specific populations and build on institutional strengths.



Association for
Educational Publishers Awards
2011 DA Winner: Curriculum (Adult)
2011 Finalist: Golden Lamp
2011 Innovation Award Finalist



Benefits:

- ◆ Fundamentally different approach to entry-level student support strategies
- ◆ Trusts the students to analyze their situation, solve problems, and transform their lives and their community
- ◆ Students develop the knowledge to meet their own needs even as they gain a better understanding of what their needs are, which generates transformational change
- ◆ Examines and addresses the realities of political/economic systems that contribute to poverty

Begin the booking process—

Call your representative at (800) 424-9484.

Audience: College faculty, administrators, staff (student services and others who work with students in a teaching/advising role), and community members with a strong interest in working with under-resourced students.

Audience size: Limited to 100 participants.

Needs/issues/problems addressed in this workshop:

- ◆ Higher education
- ◆ Under-resourced students
- ◆ Student retention and completion
- ◆ Student success

Workshop options:

- ◆ One-day
- ◆ Two half-days
- ◆ Keynote
- ◆ On-site overview
- ◆ DVD overview
- ◆ Online professional development

Prerequisites: A Framework for Understanding Poverty, Bridges Out of Poverty, or Understanding and Engaging Under-Resourced College Students.

Higher Education: Motivation—How to Motivate Students to Increase Performance

Psychologists tell us that human beings are born with intrinsic motivation and natural tendencies to seek out challenges and opportunities to learn. These tendencies tend to operate robustly under certain conditions.

The conditions under which intrinsic motivation can thrive and grow will be discussed during this workshop. Participants will develop a clear framework for understanding motivation theory and developing strategies for building intrinsic motivation among students, with a special focus on motivating under-resourced students.

Participants will learn:

- ◆ How students' backgrounds affect their motivation
- ◆ How to use rewards productively to motivate students
- ◆ How to develop individualized motivation plans to impact specific students

Benefits:

- ◆ Impact long-term student performance.
- ◆ Raise student achievement.
- ◆ Create positive classroom environments.
- ◆ Provide key educational experiences.
- ◆ Build relationships of mutual respect.
- ◆ Develop goal-directed student behavior.
- ◆ Develop student self-efficacy.
- ◆ Develop student self-awareness and autonomy.

Audience: College faculty, administrators, and staff (student services and others who work with students in a teaching/advising role).

Audience size: No limit to number of participants.

Needs/issues/problems addressed in this workshop:

- ◆ Higher education

Materials: Handout.

Workshop options:

- ◆ One-day
- ◆ Online professional development

Prerequisites: Understanding and Engaging Under-Resourced College Students.

**Begin the booking process—
Call your representative at (800) 424-9484.**

Higher Education: Principles of Effective Pedagogy in the Classroom and on Campus

General Principles for All College Students; Specific Principles for the Under-Resourced

Teaching effectiveness is composed of an interfacing of subject-matter knowledge and teaching skills. Many college instructors are experts in their fields, and being a subject-matter expert is a critical component of the teacher-effectiveness battle. What is the other critical component? Pedagogical ability.

Likewise, many informal “teachers” on campus—administrators, student services staff, advisors, tutors, mentors, and others—have strong knowledge of their functional areas and the “hidden rules” of the college campus. However, they also must have pedagogical ability—the ability to communicate that knowledge effectively—if they are to help students succeed.

This workshop is designed to equip college instructors, administrators, and staff with an enhanced understanding of principles of effective pedagogy for all students, additional principles specific to the needs of under-resourced students, and a plan to apply these principles in their daily work. Topics include:

- ◆ Outcome, achievement-driven instruction
- ◆ Relationship-driven instruction
- ◆ Clarity of instruction
- ◆ Student engagement
- ◆ Input-skill instruction
- ◆ Development of resources for struggling students

Audience: College faculty, administrators, and staff (student services and others who work with students in a teaching/advising role).

Audience size: No limit to number of participants.

Materials: Handout; participants will be provided with a personal checklist for self-assessment and review.

Needs/issues/problems addressed in this workshop:

- ◆ Higher education
- ◆ Under-resourced college students
- ◆ Student retention and completion
- ◆ Student success

Workshop options:

- ◆ One-day

Prerequisites: Understanding and Engaging Under-Resourced College Students.

Begin the booking process—
Call your representative at (800) 424-9484.

Higher Education: Strategic Consulting

Strategic Consulting for Higher Education is tailored to the needs of the individual college or university and is designed to help guide faculty and staff to more effectively serve under-resourced college students.

With the facilitation and guidance of an aha! Process consultant or consultants, participants develop four streams of knowledge—the lens of economic class as applied to higher education; the institution’s culture, mission, and strategic goals; the participants’ experience; and principles of individual and systemic change.

The group analyzes the knowledge and brainstorms to develop new strategies, policies, and procedures to improve retention and graduation rates for under-resourced students and other under-resourced members of the institution’s community. Institutions develop a plan for change, establish concrete timelines, assign responsibilities, and determine and measure outcomes.

Benefits:

- ◆ Improve retention and completion rates
- ◆ Enhance college culture and climate for students, faculty, and staff
- ◆ Strengthen institutional outcomes
- ◆ Build community partnerships

Audience: Faculty, student support staff, and student representatives from a department, an academic school, multiple departments and schools, or an entire postsecondary institution.

Audience size: To be determined by consultant and institution based upon objectives and scope of the project.

Format options:

- ◆ On-site consultation
- ◆ e-consultation

Workshop length options:

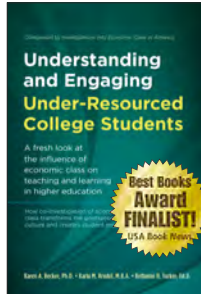
- ◆ One day or multiple days, depending upon needs of institution and scope of project

Prerequisites: Higher Education: Understanding and Engaging Under-Resourced College Students workshop required; other higher education workshops recommended depending upon institutional objectives for the strategic consultation.

Begin the booking process—
Call your representative at (800) 424-9484.

Higher Education: Understanding and Engaging Under-Resourced College Students (URCS)

Initial Workshop: Colleges are seeing more under-resourced students than ever before. College culture traditionally wants students to conform to and meet standards. A deeper understanding of the challenges—and strengths—that students from poverty bring to college will help faculty, staff, and administration create the conditions that make success achievable, not merely accessible. By addressing the needs of the under-resourced college student, this workshop provides a wealth of resources for post-secondary education.



Based in part on Dr. Ruby Payne’s myth-shattering *A Framework for Understanding Poverty* and Phil DeVol and Terie Dreussi-Smith’s collaboration with Payne on *Bridges Out of Poverty*, this workshop provides practical solutions and innovative possibilities. The focused professional development moves faculty and staff through a transformational process by first building understanding of the “what and why” of under-resourced college students and then moving on to develop “how-to” teaching and program-design strategies to help students succeed.

Participants will learn to:

- ◆ Use teaching strategies to build cognitive ability
- ◆ Implement developmental models in their disciplines to move students from concrete learning to the abstract thinking and planning required in college
- ◆ Improve retention by building relationships of mutual trust and respect

- ◆ Work with under-resourced students to tap their knowledge and improve institutional policy and procedures
- ◆ Develop high-impact community engagement strategies
- ◆ Redesign programs to better serve students in poverty

Audience: Recommended for postsecondary faculty and staff.

Audience size: No limit to number of participants.

Needs/issues/problems addressed in this workshop:

- ◆ Higher education
- ◆ Under-resourced college students
- ◆ Student retention and completion
- ◆ Student success

Workshop options:

- ◆ One-day workshop
- ◆ Keynote
- ◆ Breakout
- ◆ Overview

Prerequisites: None.

When you book an Understanding and Engaging Under-Resourced College Students workshop, why not customize the program to your organization’s specific needs by purchasing the Understanding and Engaging Under-Resourced College Students Campus Assessment Survey for Faculty, Administrators, and Support Staff? This inventory helps colleges and universities take an in-depth look at the influences of economic class on teaching and learning in higher education.

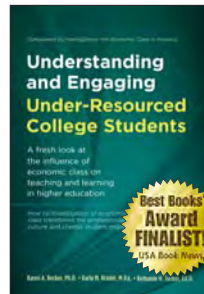
**Begin the booking process—
Call your representative at (800) 424-9484.**

Higher Education: URCS/IECA Trainer Certification

Understanding and Engaging Under-Resourced College Students/Investigations Into Economic Class in America

Become a certified trainer in higher education!

This seminar prepares individuals to present the information from Understanding and Engaging Under Resourced College Students (URCS) to faculty and staff in their own colleges and universities. The training is recommended for faculty and staff of postsecondary institutions that want a systemic, research-based approach to improving retention and completion rates for their most at-risk students.



Participants will gain a deeper understanding of the challenges and strengths that students from poverty bring to the college campus; new strategies to help these students succeed in the classroom, on campus, and in life; tips and tactics for creating a college environment that supports under resourced students; and insight into harnessing the potential of under resourced students to effect positive change, on campus and in their communities.

In-depth research, instruction, and training materials prepare participants to provide ongoing training to faculty and staff in their colleges or universities.

Audience: Recommended for faculty and staff of postsecondary institutions.

Audience size: Minimum size of 30 participants.

Needs/issues/problems addressed in this workshop:

- ◆ Trainer Certification
- ◆ Higher Education

Workshop options:

- ◆ Three days
- ◆ Optional fourth day for training leading to certification as a facilitator of Investigations into Economic Class in America (IECA).

Prerequisites: Understanding and Engaging Under Resourced College Students, Bridges Out of Poverty, or A Framework for Understanding Poverty.



Association for Educational Publishers Awards
2011 DA Winner: Curriculum (Adult)
2011 Finalist: Golden Lamp
2011 Innovation Award Finalist

**Begin the booking process—
Call your representative at (800) 424-9484.**

Motivation: How to Motivate Students to Increase Performance

Psychologists tell us that human beings are born with intrinsic motivation and natural tendencies to seek out challenges and opportunities to learn. These tendencies tend to operate robustly under certain conditions.

The conditions under which intrinsic motivation can thrive and grow will be discussed during this workshop. Participants will develop a clear framework for understanding motivation theory and developing strategies for building intrinsic motivation among students, with a special focus on motivating under-resourced students.

Participants will learn:

- ◆ How students' backgrounds affect their motivation
- ◆ How to use rewards productively to motivate students
- ◆ How to develop individualized motivation plans to impact specific students

Benefits:

- ◆ Impact long-term student performance.
- ◆ Raise student achievement.
- ◆ Create positive classroom environments.
- ◆ Provide key educational experiences.
- ◆ Build relationships of mutual respect.
- ◆ Develop goal-directed student behavior.
- ◆ Develop student self-efficacy.
- ◆ Develop student self-awareness and autonomy.

Audience: College faculty, administrators, and staff (student services and others who work with students in a teaching/advising role).

Audience size: No limit to number of participants.

Needs/issues/problems addressed in this workshop:

- ◆ Working with middle and high-school youth.

Materials: Handout.

Workshop options:

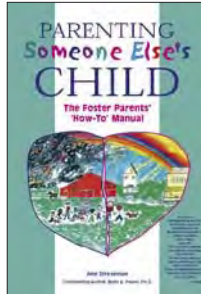
- ◆ One-day
- ◆ Online professional development

Prerequisites: Understanding and Engaging Under-Resourced College Students.

Begin the booking process—
Call your representative at (800) 424-9484.

Parenting Someone Else's Child

Ann Stressman wrote this book after hearing Dr. Ruby K. Payne speak about the hidden rules of economic class, combining that perspective with her two decades of personal experience with foster care agencies and the special children needing care. The result is a “nothing can surprise me” compilation of very helpful and enlightening approaches to hundreds of the parenting situations that arise. Dr. Payne contributed a chapter in the book on how to help children in school, and Stressman includes information for grandparents and adoptive parents as well.



A wealth of information for parents told with humor and grace by a person who has fostered more than 100 children.

Audience: Foster parents and associated individuals.

Audience size: No limit to number of participants.

Needs/issues/problems addressed in this workshop:

- ◆ Parenting, foster parents

Workshop options:

- ◆ One-day
- ◆ Keynote

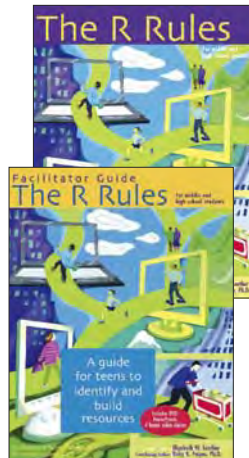
Prerequisites: None.

Begin the booking process—

Call your representative at (800) 424-9484.

The R Rules Facilitator Training

This workshop helps facilitators learn to present *The R Rules: A Guide for Teens to Identify and Build Resources*, a curriculum for teens that can be used as a for-credit course, can be integrated into life skills, consumer, or business classes, and provides targeted interventions and supports school or program goals. It can be adapted as a nine-week, semester, or year-long course. The facilitator will learn to use the workbook to support teens in identifying, increasing, and using individual and community resources. By encouraging students to see new options and possibilities, inventory personal resources, develop future stories, plan, explore career pathways, and exploit postsecondary opportunities, *The R Rules* enables each student to design a personal plan for learning, earning, and leading. Building on concepts from the work of Dr. Ruby K. Payne, *The R Rules* is aligned to components from High Schools That Work, GEAR UP, the American School Counselor Association Model, 21st Century Skills, and academic and vocational standards.



Audience: Recommended for secondary audiences and alternative high schools.

Audience size: No limit to number of participants.

Needs/issues/problems addressed in this workshop:

- ◆ Working with middle and high school youth
- ◆ Alternative school students

Workshop options:

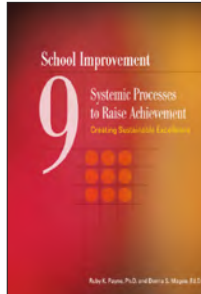
- ◆ One-day workshop
- ◆ Additional days may be contracted to provide ongoing technical assistance or to do a one-day kickoff for students

Prerequisites: None; A Framework for Understanding Poverty or Bridges Out of Poverty recommended.

**Begin the booking process—
Call your representative at (800) 424-9484.**

Raising Achievement with 9 Systemic Processes

Learn the nine teacher-friendly processes that are designed to raise student achievement. From applying accountability requirements and disaggregating data at the classroom level to utilizing relational learning strategies and more, this comprehensive model for school improvement raises achievement.



Simpler processes are key to this collegial model that is designed to take less time and yield strong results. Especially excellent for low-performing schools, schools with demographic shifts, schools with students from poverty, and schools struggling to meet accountability requirements with specific subgroups.

Audience: Recommended for K–12 teachers.

Audience size: Limited to 200 participants.

Needs/issues/problems addressed in this workshop:

- ◆ Achievement gap
- ◆ Alternative school students
- ◆ Poverty/Title I

Workshop options:

- ◆ One-day
- ◆ Half-day
- ◆ Overview
- ◆ Keynote

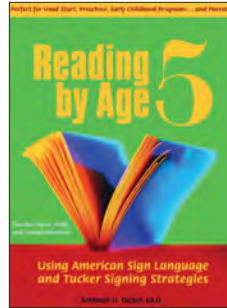
Prerequisites: None.

Begin the booking process—

Call your representative at (800) 424-9484.

Reading by Age 5 (Tucker Signing for Early Childhood Reading)

See It, Sign It, Say It, Read It! It's a well-known fact: The area of the brain responsible for language development shares nerve endings with the part of the brain responsible for motor coordination. No wonder young children love to use their hands to communicate! That's what makes Reading by Age 5 so revolutionary.



Fast results and great fun to teach—for teachers and parents! Ideal for Head Start and early childhood programs, Reading by Age 5 presents a balanced blend of American Sign Language and Tucker Signing Strategies. The easy-to-follow guidelines in Reading by Age 5 help caregivers teach children as young as nine months to sign words and concepts—the building blocks of reading.

In this workshop you will discover a proven, research-based program that helps children:

- ◆ Develop language acquisition, phonetic awareness, and decoding skills
- ◆ Prepare a foundation for reading comprehension skills
- ◆ Outperform fellow students on a variety of reading and pre-reading measurements
- ◆ Communicate their needs with less stress
- ◆ Bond with caregivers through eye contact and positive interactions
- ◆ Absorb knowledge more readily in other subject areas as well

Audience: Recommended for pre-K and Head Start teachers, elementary teachers, and parents.

Audience size: Limited to 200 participants.

Needs/issues/problems addressed in this workshop:

- ◆ Pre-conception to age 6
- ◆ Decoding
- ◆ Early childhood

Workshop options:

- ◆ One-day

Prerequisites: None.

**Begin the booking process—
Call your representative at (800) 424-9484.**

Research-Based Strategies

A teacher-friendly workshop focused on serving under-resourced students, *Research-Based Strategies* provides educators with hands-on techniques that help them narrow and then eliminate the achievement gap for all students, but especially under-resourced students. Reduce your planning and response time and improve your effectiveness. Develop more immediate, reliable intervention strategies. Address students' challenges before they become overwhelming. We have merged many of the concepts from the *Understanding Learning* and *Learning Structures* workbooks into this totally updated program.



This workshop provides strategies that can be readily implemented and integrated into any curriculum or program and will raise student achievement. In this redesign, you will find:

- ◆ 50+ strategies, their explanations, and relevant research
- ◆ A chart of observed student behaviors
- ◆ Extensive bibliographic references
- ◆ A "menu" of strategies that can be used to meet the needs of today's under-resourced learners
- ◆ New strategies categorized by academic, behavioral, or community-based concern or challenge
- ◆ An incorporation of the book *Understanding Learning*

Audience: Recommended for instructional staff (teachers, classroom paraprofessionals).

Audience size: Limited to 200 participants.

Needs/issues/problems addressed in this workshop:

- ◆ Poverty
- ◆ Achievement gap
- ◆ Response to Intervention (RTI)

Workshop options:

- ◆ One-day workshop
- ◆ Two ½-day workshops

Prerequisites: None.

Begin the booking process—
Call your representative at (800) 424-9484.

Strategic Consulting

Consulting helps advance your organization's success by looking at topics like how to build human capacity of your employees while at the same time improving your retention rates, organizational culture, employee productivity, and improving your bottom line. Consulting addresses the root causes and costs of employee instability, the economic environments, the hidden rules of class, and how these factors affect your managers and low-wage workers. Consulting provides tools and processes to move your business forward successfully.

This consulting is tailored to the needs of the organization and can also include design/redesign of programs as desired. The work typically includes the development of four streams of knowledge: aha! Process knowledge, the organization's theory of business, the client or customer's experience, and principals of change. The group analyzes the knowledge and brainstorms to develop new strategies, policies, and procedures to improve outcomes.

**Begin the booking process—
Call your representative at (800) 424-9484.**

Audience: Bridges audiences meeting prerequisites.

Audience size: No limit to number of participants.

Needs/issues/problems addressed in this workshop:

- ◆ Strategic development consulting
- ◆ Taking Bridges to the next level

Workshop options:

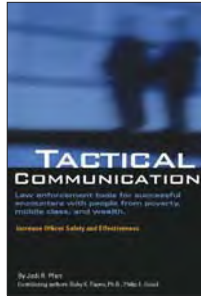
- ◆ One-day

Prerequisites:

- ◆ Community trained in A Framework for Understanding Poverty or Bridges Out of Poverty workshops
- ◆ Commitment to ongoing Bridges workshops
- ◆ Participation of donors, community and government leaders, and people in poverty
- ◆ Assigned community team
- ◆ Commitment to development strategies
- ◆ Participation in gathering data, reporting, and outcome research.

Understanding Class for Law Enforcement

Information from the Bridges Out of Poverty workshop is tailored to help law enforcement workers understand the differences among the three classes they generally encounter on calls (poverty, middle class, and wealth). A better understanding of these classes allows police officers to be more effective on each call and thus spend less time on calls and receive fewer complaints. This workshop gives detailed information about why officers may receive a much different reaction from a person in poverty than they would from someone in middle class. Understanding Class for Law Enforcement explains the “hidden rules” and increases the participants’ awareness of the differences in each class and how those differences impact opportunities and situations. The workshop also discusses the differences in language experience among the three classes.



Audience: Law enforcement personnel.

Audience size: No limit to number of participants.

Needs/issues/problems addressed in this workshop:

- ◆ Government and nonprofit agencies

Workshop options:

- ◆ One-day
- ◆ Half-day
- ◆ Keynote
- ◆ Breakout
- ◆ Overview

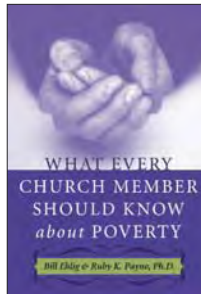
Prerequisites: None.

Begin the booking process—

Call your representative at (800) 424-9484.

What Every Church Member Should Know About Poverty

This seminar presents information and issues to increase knowledge and awareness of the issues faced by people living in poverty and ways in which churches may minister to individuals from poverty. Topics include the hidden rules of middle class, language patterns and cognition, violence and conflict resolution, family and relationship building, and church participation. Participants will discuss how to invite poverty groups as members and explore the issues surrounding the transition and integration of these groups into the church community. This seminar is based on the book *What Every Church Member Should Know About Poverty* by Bill Ehlig and Dr. Ruby K. Payne. The seminar is designed for members of the faith community, ministers, and church staff members.



Audience: Members of faith community.

Audience size: No limit to number of participants.

Needs/issues/problems addressed in this workshop:

- ◆ Faith-based groups

Workshop options:

- ◆ One-day
- ◆ Half-day
- ◆ Keynote
- ◆ Breakout
- ◆ Overview

Prerequisites: None.

Begin the booking process—

Call your representative at (800) 424-9484.

Working with Parents

Understanding the mindsets of different economic classes can help teachers become far more effective in communicating with the parents of their students. This workshop offers easy-to-understand, quick, and concise information on:

- ◆ Understanding and relating to parents from different economic backgrounds
- ◆ Working with parents from poverty, parents from wealth, and overprotective parents
- ◆ Improving relationships with parents through communication and conflict-resolution strategies
- ◆ Conferencing with parents—in a simple, easy form
- ◆ Using case studies to further enhance understanding
- ◆ Getting parents from various backgrounds involved
- ◆ Using simple interventions that build student success



Audience: Recommended for all teachers and administrators.

Audience size: No limit to number of participants.

Needs/issues/problems addressed in this workshop:

- ◆ Parent engagement in schools

Workshop options:

- ◆ One-day

Prerequisites: None.

Begin the booking process—

Call your representative at (800) 424-9484.



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