

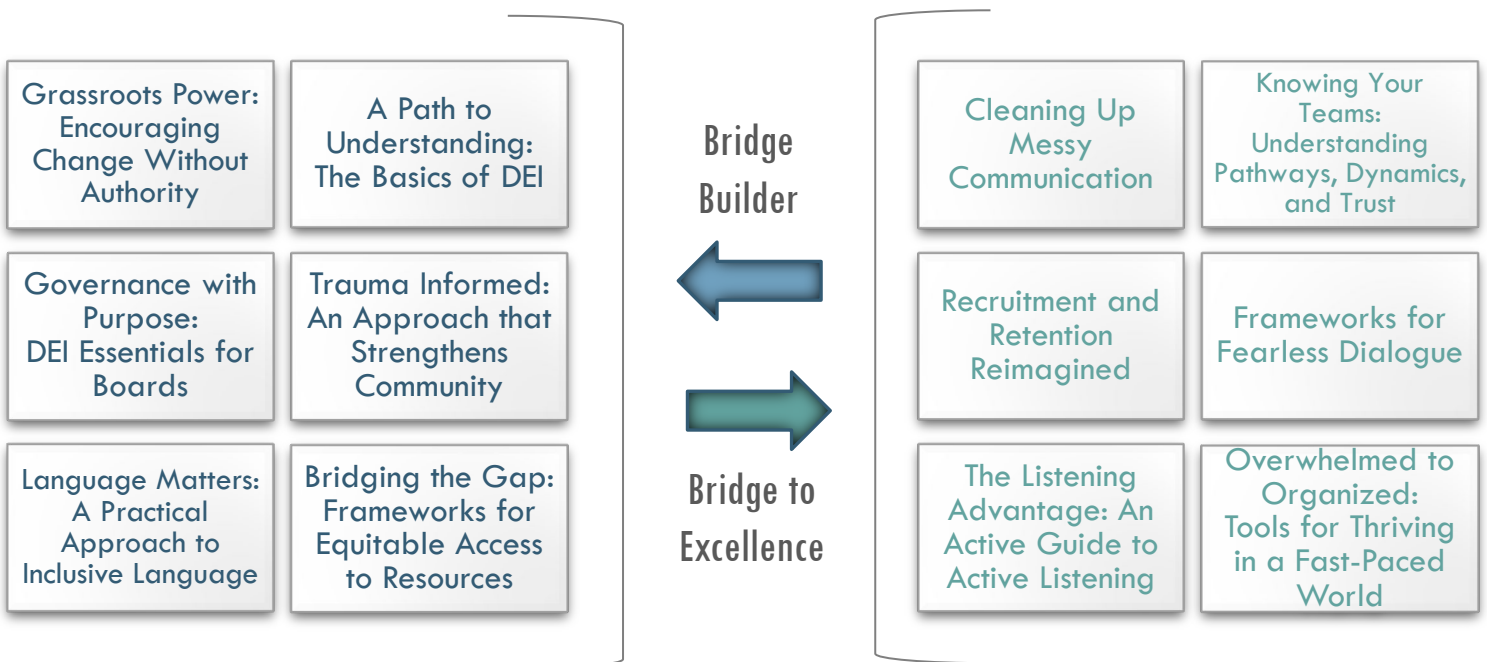


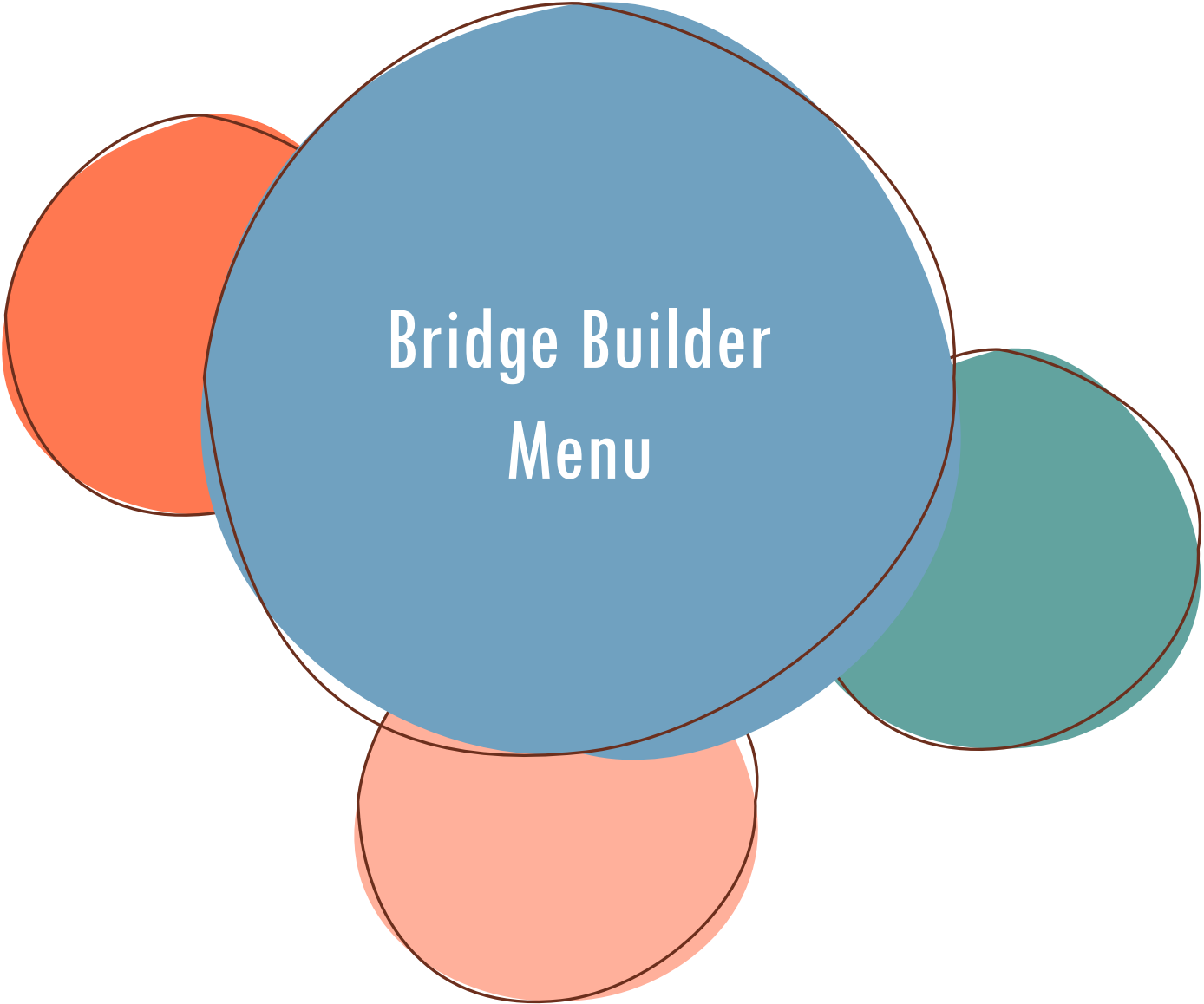
ChangeBridge Consulting
Engineered for Excellence

**Professional
Development
Offerings**

DRIVE CHANGE WITH INTERACTIVE, HIGH-IMPACT PROFESSIONAL DEVELOPMENT

At ChangeBridge Consulting, we specialize in equitable capacity-building. All our workshops are highly interactive, engaging, and packed with actionable insights drawn from our extensive professional expertise. Each session can be formatted for 1-3 hours in length and can be delivered either in-person or virtually, ensuring flexibility to meet your organization's needs.





Bridge Builder Menu

Bridge Builder Menu

Focused on foundational concepts related to Diversity, Equity, and Inclusion (DEI) and empathy-building, these workshops are tailored to strengthen team dynamics and interactions with partners, colleagues, and the community.

Grassroots Power:
Encouraging
Change Without
Authority

A Path to
Understanding:
The Basics of DEI

Governance with
Purpose:
DEI Essentials for
Boards

Trauma Informed:
An Approach that
Strengthens
Community

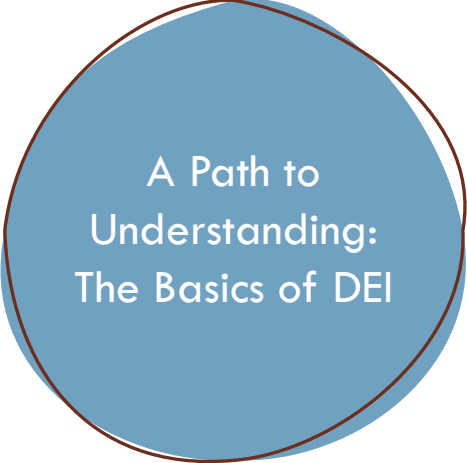
Language
Matters:
A Practical
Approach to
Inclusive Language

Bridging the Gap:
Frameworks for
Equitable Access
to Resources

Session Descriptions

Bridge Builder Menu

Focused on foundational concepts related to Diversity, Equity, and Inclusion (DEI) and empathy-building, these workshops are tailored to strengthen team dynamics and interactions with partners, colleagues, and the community.



A Path to Understanding: The Basics of DEI

Objectives

- Define Diversity, Equity, and Inclusion
- Understand related concepts
- Provide practical strategies for next steps



Description

We know that inclusive approaches can strengthen teams and enhance work with clients. Many people have heard the terms Diversity, Equity, and Inclusion and are curious to learn more, but don't know where to start or go for answers. This session, co-facilitated by individuals of differing racial identities, will provide an opportunity to learn basic concepts, ask questions in a supportive setting, and encourage participants to embrace differences for a deeper sense of belonging.

Topics Covered

- Getting Comfortable Being Uncomfortable
- Personal Identities
- Definitions: DEI
- Individual vs. Group Identities
- Disparities
- Microaggressions
- Inclusive Language Tips
- Practical Tips

Intended Audience

This session is designed for individuals who are well-intentioned but may not yet fully grasp the complexities of DEI. It's ideal for those seeking an introductory understanding, with a particular resonance for white participants looking to begin their DEI journey.

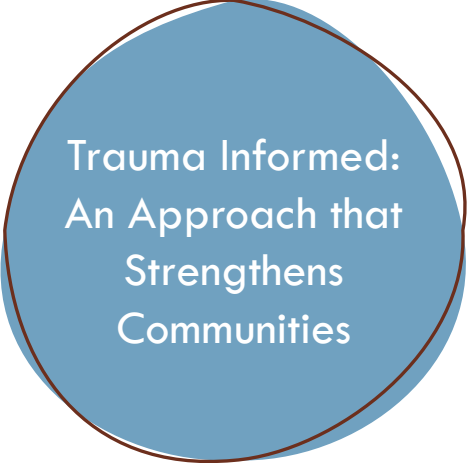
Teaching Strategies Employed

This session combines PowerPoint presentations and lectures with dynamic interactive breakouts, including polling exercises, pair & share activities, and more.

Session Descriptions

Bridge Builder Menu

Focused on foundational concepts related to Diversity, Equity, and Inclusion (DEI) and empathy-building, these workshops are tailored to strengthen team dynamics and interactions with partners, colleagues, and the community.



Trauma Informed: An Approach that Strengthens Communities

Objectives

- Understand what trauma is and how it affects us
- Understand secondary trauma and adverse childhood experiences
- Become aware of the 6 core principles of Trauma-Informed Care and how to incorporate them into your life



Description

Join us for an introduction to the essential concept of being trauma-informed, provided by a Certified Trauma-Informed facilitator. This training will help participants understand what psychological trauma is and how it can affect individuals in all areas of life and work. We will explore secondary trauma and learn about Adverse Childhood Experiences (ACEs). You'll also become aware of the six core principles of trauma-informed care and identify ways to incorporate these principles into your personal and professional life.

Topics Covered

- Types of Trauma
- The Impact of Trauma on the Brain
- Secondary Trauma
- Adverse Childhood Experiences and Impacts
- The Four Rs and Six Principles of Trauma-Informed Care
- Practical Tips

Intended Audience

This learning module is ideal for a broad audience, including leaders and individuals navigating challenging colleagues or team dynamics. It's designed for anyone seeking to foster a more supportive and understanding work environment.


Teaching Strategies Employed

This session combines PowerPoint presentations and lectures with self-assessments, opportunities for reflection, and more.

Session Descriptions

Bridge Builder Menu

Focused on foundational concepts related to Diversity, Equity, and Inclusion (DEI) and empathy-building, these workshops are tailored to strengthen team dynamics and interactions with partners, colleagues, and the community.



Bridging the Gap: Frameworks for Equitable Access to Resources

Objectives

- Review interconnected definitions, such as equity and inclusion
- Introduce dimensions of Access
- Provide a framework to conceptualize Access at the individual and institutional levels



Description

This course is designed to equip participants with tools and knowledge to ensure equitable access to resources, especially for marginalized groups. In this session, we will review the interconnected concepts of equity, inclusion, and access, introduce various dimensions of access, and provide a comprehensive framework for understanding and addressing barriers at both individual and institutional levels. Participants will gain practical insights into increasing access in the distribution of resources within their communities.

Topics Covered

- Key definitions
- Dimensions of Access
- Abilities to Access
- Framework for Understanding Access
- Case Study

Intended Audience

This session is ideal for professionals who directly or indirectly provide services or resources to individuals and communities, including those in leadership roles, service providers, and community advocates. It is designed for anyone looking to deepen their understanding of equitable access and create more inclusive systems and practices.

Teaching Strategies Employed

This session combines PowerPoint presentations and lectures with small group discussion, case study exploration, and more.

Session Descriptions

Bridge Builder Menu

Focused on foundational concepts related to Diversity, Equity, and Inclusion (DEI) and empathy-building, these workshops are tailored to strengthen team dynamics and interactions with partners, colleagues, and the community.



Objectives

- Understand the impact of the terms and language we use
- Learn practical tips for using more inclusive language
- Provide resource and access to comprehensive toolkits that support language sensitivity



Description

This course will help participants navigate the complexities of language in today's diverse world. We will debunk the myth that inclusive language is merely political correctness, and instead, explore how it plays a crucial role in fostering inclusivity and belonging. Participants will gain practical tips for using more inclusive language, understand why language evolves, and access comprehensive toolkits for deeper learning. Participants will also have an opportunity to anonymously submit questions to clarify any uncertainties about potentially insensitive terms.

Topics Covered

- Why Language Matters
- Political Correctness
- Evolution of Language
- Idioms
- Person-First Language
- Strengths-Based Communication
- Toolkits

Intended Audience

This session is ideal for individuals across all levels who want to improve their communication by using more inclusive language, including those working in diverse environments or engaging with communities. It's especially beneficial for anyone seeking clarity around evolving language norms.

Teaching Strategies Employed

This session combines PowerPoint presentations and lectures with small group discussion, anonymous polling, and more.

Session Descriptions

Bridge Builder Menu

Focused on foundational concepts related to Diversity, Equity, and Inclusion (DEI) and empathy-building, these workshops are tailored to strengthen team dynamics and interactions with partners, colleagues, and the community.



Grassroots Power: Encouraging Change Without Authority

Objectives

- Introduce the Circles of Control model
- Learn to identify organizational levers
- Provide tips to advance DEI through Circles and Levers



Description

This session will empower participants to advance meaningful change, regardless of their position in the organizational hierarchy. We will explore practical strategies and frameworks to extend influence and drive progress. Topics will include understanding circles of control and influence, as well as identifying key levers within their organizations, the ethics of storytelling in advocacy, the importance of being a connector, and effective techniques for “managing up”. Equip yourself with the tools to not just participate in the conversation, but to actively shape it and make a lasting impact in your work.

Topics Covered

- Circles of Control
- Organizational Levers
- Power Dynamics
- Being Proximate
- Managing Up
- Strengths-Based Storytelling
- Practical Tips

Intended Audience

This session is designed for individuals who seek to drive meaningful change without relying on formal authority, including emerging leaders, advocates, and team members at any level. It's ideal for those looking to leverage influence, creativity, and community-building to advance initiatives.

Teaching Strategies Employed

This session combines PowerPoint presentations and lectures with small group discussion, anonymous polling, and more.

Session Descriptions

Bridge Builder Menu

Focused on foundational concepts related to Diversity, Equity, and Inclusion (DEI) and empathy-building, these workshops are tailored to strengthen team dynamics and interactions with partners, colleagues, and the community.



Governance with Purpose: DEI Essentials for Boards

Objectives

- Understand key definitions and terms related to DEI
- Learn practical tips for avoiding tokenization and identifying disparities
- Introduce the concept of Purpose Driven Boards



Description

This session is designed to equip boards of directors, governance bodies, and advisory committees with the essential knowledge and strategies to lead their organizations with an equitable approach. This session will explore key definitions related to Diversity, Equity, and Inclusion, the importance of increasing representation without tokenization, addressing disparities, and fostering purpose-driven leadership. Participants will gain a clear understanding of how DEI principles can enhance governance and drive impactful decision-making within their organizations.

Topics Covered

- Getting Comfortable Being Uncomfortable
- Key Definitions
- Individual vs. Group Identities
- Tokenization
- Disparities
- Privilege
- Purpose Driven Boards

Intended Audience

This session is tailored for boards of directors, governing bodies, and advisory committees seeking to deepen their understanding of DEI and integrate these principles into their leadership and organizational practices to foster more equitable, inclusive, and purpose-driven governance.

Teaching Strategies Employed

This session combines PowerPoint presentations and lectures with anonymous polling, and more.



Bridge to Excellence Menu

Bridge to Excellence Menu

Our Bridge to Excellence workshops focus on traditional professional development areas, including communication, team-building, and leadership skills. These sessions are designed to elevate your team's performance and drive success in today's dynamic world.

Cleaning Up
Messy
Communication

Knowing Your Teams:
Understanding
Pathways, Dynamics,
and Trust

Recruitment and
Retention
Reimagined

Frameworks for
Fearless Dialogue

The Listening
Advantage: An
Active Guide to
Active Listening

Overwhelmed to
Organized: Tools for
Thriving in a Fast-
Paced World

Session Descriptions

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Cleaning Up Messy Communication

Objectives

- Understand the importance of communication
- Introduce general communication styles
- Provide techniques for more effective communication



Description

Unlock the power of effective communication and appreciation for different styles in your professional life with this interactive workshop. You will discover the critical role communication plays in fostering collaboration, explore a variety of communication styles to better understand yourself and others, and learn practical techniques to enhance your communication skills.

Topics Covered

- Sender/Receiver Communication Model
- Preparing for Communication
- General Communication Styles
- Active Listening
- Potential Barriers
- Communication Techniques

Intended Audience

Whether you're looking to refine your leadership skills or improve team interactions, this workshop offers something for everyone.


Teaching Strategies Employed

This session combines PowerPoint presentations and lectures with dynamic interactive group activities, including anonymous polling exercises, and more.

Session Descriptions

Bridge To Excellence Menu

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Recruitment and Retention Reimagined

Objectives

- Understand pay transparency through an equity lens
- Provide practical tips for inclusive recruitment
- Share strategies to foster retention through a human-centered approach



Description

This module will equip you with innovative recruitment and retention techniques that emphasize the importance of equitable, transparent practices to build a culture people won't want to leave. You'll learn why pay transparency matters, discover non-monetary strategies to foster a supportive work environment, and will gain practical insights into creating a recruitment and retention strategy that prioritizes the well-being of your employees.

Topics Covered

- Pay Transparency
- Equity Considerations
- Bias and Representation in the Context of Recruitment
- Co-Creating Culture
- Communication
- Practical Tips

Intended Audience

This session is designed for organizations, HR leaders, and individuals interested in rethinking traditional recruitment and retention strategies. It's ideal for those focused on building a strong human-centered workplace culture.

Teaching Strategies Employed

This session combines PowerPoint presentations and lectures with dynamic interactive group activities, anonymous polling, and more.

Session Descriptions

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The Listening Advantage: An Active Guide to Active Listening

Objectives

- Understand how active listening differs from simply hearing and/or responding during conversations
- Identify key elements of active listening
- Learn strategies for creating meaningful dialogue



Description

This is a comprehensive session designed to help participants learn the power of active listening in both personal and professional settings. We will explore why active listening matters, the difference between speaking and truly hearing, and the key elements that contribute to understanding others. Participants will learn how active listening can transform conversations, create deeper connections, and prevent frustration by ensuring others feel heard and valued.

Topics Covered

- Why Active Listening Matters
- Speaking vs. Listening
- Seeking to Understand
- Elements of Active Listening
- Creating Opportunities for Connection through Active Listening

Intended Audience

This session is ideal for anyone wanting to build stronger, more positive connections through improved listening practices, particularly those who often encounter frustration in conversations or hear feedback that others don't feel heard.


Teaching Strategies Employed

This session combines PowerPoint presentations and lectures with dynamic interactive group activities, pair and shares, and more.

Session Descriptions

Bridge To Excellence Menu

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Knowing Your Teams: Understanding Pathways, Dynamics, and Trust

Objectives

- Introduce Pathways to and Impacts of Leadership
- Identify and Recognize Team Dynamics
- Learn Ways to Establish Trust



Description

This course is designed to equip current and aspiring leaders with the insights and skills to effectively understand and lead their teams. This session will explore leadership pathways, the impact of management on team dynamics, and the role of trust in successful leadership. Participants will learn about the 13 high-trust behaviors and the principles of servant leadership, empowering them to foster stronger relationships, improve team performance, and establish a culture of trust within their organizations.

Topics Covered

- Impacts of Management
- Leadership Pathways
- Team Dynamics
- 13 High Trust Behaviors
- Serving Our Teams

Intended Audience

This session is ideal for leaders, up-and-coming leaders, and individuals interested in future leadership roles. It is perfect for anyone looking to deepen their understanding of team dynamics, develop trust-building skills, and enhance their leadership capabilities.

Teaching Strategies Employed

This session combines PowerPoint presentations and lectures with dynamic interactive activities and reflections.

Session Descriptions

Bridge To Excellence Menu

Our Bridge to Excellence workshops focus on traditional professional development areas, including communication, team-building, and leadership skills. These sessions are designed to elevate your team's performance and drive success in today's dynamic world.



Frameworks for Fearless Dialogue

Objectives

- Understand how conflict affects the body and mind
- Learn and apply multiple frameworks for structuring and navigating challenging discussions
- Engage with peers to refine strategies for approaching current conflicts



Description

This course is designed to equip participants with the tools and strategies needed to prepare for and structure difficult conversations with confidence. In this session, we will explore the natural responses our bodies have to conflict, identify common tendencies to avoid challenging topics, and introduce practical frameworks for navigating these discussions effectively. Through small group discussions, participants will have the opportunity to reflect on their own conflicts and receive guidance on how to approach these conversations with clarity and composure.

Topics Covered

- Natural Conflict Response
- Addressing vs. Avoidance
- Radical Candor
- Gottmans' Four Horseman of the Apocalypse in Relationships
- Non-Violent Communication

Intended Audience

This session is designed for leaders, staff, community members, and individuals who are seeking practical tools to approach difficult conversations with confidence and clarity in both personal and professional settings.


Teaching Strategies Employed

This session combines PowerPoint presentations and lectures with dynamic interactive small group activities and deep-question exploration.

Session Descriptions

Bridge To Excellence Menu

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Overwhelmed to
Organized:
Tools for Thriving
in a Fast-Paced
World

Objectives

- Learn practical tools for organizing workflows
- Create personalized systems for managing large volumes of work
- Troubleshoot real-time challenges through interactive brainstorming



Description

This training is designed to help individuals transform chaos into clarity by equipping them with practical tools and strategies for staying organized in today's fast-paced work environment. This session will combine presentations, demonstrations, and interactive brainstorming to help participants learn how to manage emails, calendars, notes, and projects efficiently. Through specific tips on filing systems, color coding, AI usage, and more, attendees will leave with actionable solutions to streamline their workflow and reduce workload anxiety.

Topics Covered

- Processing Large Volumes of Email and Messages
- Electronic Calendars
- Filing Systems for Notes and Documents
- Using AI as a Support Tool
- Troubleshooting Your Issues

Intended Audience

This session is ideal for individuals at any level – from leaders to entry-level employees – who are seeking to improve their organization skills. It's particularly suited for those overwhelmed by heavy workloads and eager to establish streamlined habits but unsure where to start.

Teaching Strategies Employed

This session combines PowerPoint presentations with demos and interactive brainstorming.

Pricing & Customization

Below is our standard pricing packages. We understand the unique financial challenges that non-profits and organizations with extenuating circumstances may face. We are committed to working with you to find a solution that aligns with your budgetary needs.

Bridge to Success Guides

- Enhance your learning experience with our “Bridge to Success” guides. These handy resources include key highlights from each training module – great for easy reference as you put learning into action.

Customization

- We understand every organization has unique needs. That’s why we offer customization options for tailoring or developing content to fit your specific goals and challenges – Let’s discuss!

Option to Record & Travel

- Additional add-ons include options to record sessions for future viewing and accommodation for out-of-area travel.

Single Workshops	Investment
Single workshop from menus	\$2,250
Option to record and share internally	\$250
Bridge to Success guide	\$250
Minor customization	\$250
Single fully-customized workshop	\$3,000
Workshop Series	Investment
Any 3 workshops from menus, option to record, and 1 Bridge to Success guide of your choosing	\$7,000
3 fully-customized workshops, option to record, and 3 Bridge to Success guides	\$10,000
Year-long training plan with 12 menu sessions, delivered monthly, option to record, and Bridge to Success guides for all	\$20,000

Thank you for considering ChangeBridge Consulting!

www.ChangeBridgeConsulting.com



ChangeBridge Consulting

Engineered for Excellence



ChangeBridge Consulting specializes in equitable capacity-building – including needs assessments, grant writing, process improvement, gap-coverage, organizational development, and more.

We'd love to talk more about your needs and how we may be able to support the great work you're doing.