



The Center for Fair Futures Coaching & Training Institute (CTI) Catalog

Transforming outcomes for young people begins with empowering the professionals that support them.

At **The Center for Fair Futures Coaching & Training Institute (CTI)** we help non-profit organizations, schools and public agencies thrive by equipping their staff with the knowledge, skills, and support necessary to create lasting impact and meaningful change in the lives of the young people they serve.

WHO WE ARE

THE CENTER FOR FAIR FUTURES

MISSION:

The Center for Fair Futures is committed to transforming the way professionals engage with young people who have been adversely impacted by systems.

The Center for Fair Futures is a team of passionate professionals who provide support to more than 500 Fair Futures staff across 35 organizations implementing the Fair Futures model. The Center for Fair Futures is a systemwide hub of support that brings staff together through trainings, learning communities, workshops, and annual celebrations.

Launched in 2019, the **Fair Futures model** was designed to ensure that young people impacted by foster care and juvenile justice systems have consistent access to education, career, and housing supports from middle school through young adulthood.

VISION:

The Center for Fair Futures is working toward a future where all young people are equipped and empowered to reach their highest potential.



WHO WE ARE



THE CENTER FOR FAIR FUTURES COACHING & TRAINING INSTITUTE (CTI)

The Fair Futures model has changed the trajectory of thousands of system-impacted young people. High school graduation rates, post-secondary enrollment and persistence, engagement in career experiences, and independent living and life goals have increased as a direct result of the Fair Futures model.

The Coaching & Training Institute (CTI) was created to extend impact of the Fair Futures model to schools, nonprofit organizations, and public agencies.

CTI is a team of certified coaches, facilitators, trainers, and content developers who strengthen the people and systems that serve young people. Building on The Center for Fair Futures' mission to transform the way professionals engage with system-impacted young people, CTI equips professionals with the skills, mindsets, and strategies needed to drive meaningful, measurable change.

CTI believes that when professionals are supported with the right tools and coaching they build stronger relationships and create environments where young people can thrive.

WHY PARTNER WITH CTI?

CTI combines training, implementation support, and practical tools to build the competence, confidence, and capacity of both individuals and organizations.

ORGANIZATIONS GAIN:

- » Strengthened collaboration across teams and with program partners
- » Improved staff retention, professional growth, and resilience
- » Shared language and alignment across teams
- » Ways to use data meaningfully to inform decisions and demonstrate progress
- » A culture of accountability, peer support, and continuous learning

TRAININGS TAILORED TO YOUR GOALS

CTI partners with you to understand your goals, context, team capacity, and the specific challenges your staff and young people face. Our services are customized to your audience and population — including contextualized role plays, case studies, and implementation planning. **CTI builds learning opportunities that translate professional development into performance outcomes.**

INDIVIDUALS GAIN:

- » Results-driven strategies grounded in real-world success
- » Relationship-based, trauma-informed approaches co-designed with young people
- » A focus on implementation aligned to frameworks and strategies, not just exposure
- » Structured follow-up sessions that refine skills, build consistency, and extend learning into daily practice
- » A fresh approach to positively impact the lives of the young people they serve

OUR APPROACH: FROM KNOWLEDGE TO IMPACT



**MANY TRAININGS FOCUS ON WHAT TO DO.
CTI FOCUSES ON BOTH WHAT TO DO & HOW TO DO IT.**

OUR APPROACH BLENDS:

- » Evidence-based coaching strategies
- » Positive Youth Development Framework Principles
- » Training and coaching tools responsive to the lived experiences of young people

We apply our coaching approach across every learning experience, weaving together skill-building with real-world practice. Participants don't just learn strategies — they practice structured coaching conversations, analyze real scenarios, reflect on power dynamics, and build the self-awareness necessary to engage young people authentically and effectively.

This is **not** passive professional development.
This **is** immersive, practical, & designed for application.

PROGRAMS, COURSES, & PACKAGES

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CERTIFICATE PROGRAMS



“I LOVED THAT THERE WAS ENGAGEMENT AND SELF-REFLECTION. I LEARNED A LOT ABOUT MY COMMUNICATION SKILLS, MY STRENGTHS, MY WEAKNESSES, AND I ACQUIRED TOOLS TO BETTER SERVE MY STUDENTS.”

**CBO Staff
High School for Excellence and Innovation
PARTICIPANT IN “UNLOCKING YOUR COACHING MINDSET”**



THE FOUNDATIONS OF POWERFUL COACHING CERTIFICATE

LENGTH: 8 HOURS | **4 PART SERIES**

MODALITY: VIRTUAL OR IN-PERSON

TARGET AUDIENCE: ANY ADULT WORKING WITH YOUNG PEOPLE

Coaching is a powerful tool for creating lasting, positive impact in the lives of young people. Our coaching approach provides staff with practical supports to help young people with goal setting, intentional planning and goal achievement.

4 PART TRAINING SERIES:

Part 1: Unlocking Your Coaching Mindset & Approach

Part 2: The Power of Presence: Helping Young People to Set Goals, Re-Engage, & Show-Up

Part 3: From Shutting Down to Showing Up: Igniting Engagement in Young People

Part 4: Understanding Young People from a Trauma-Informed Lens; Coaching Scenarios

PART 1**Unlocking Your Coaching Mindset & Approach**

LENGTH: 2 HOURS

Understanding triggers, biases and assumptions is critical to creating authentic connections with young people. In this training, participants will learn how to unlock their "coaching mindset" and gain a unique approach to authentically engage with young people. This training includes in-depth discussion of coaching strategies as well as practical application through scenario reviews and role playing.

Upon completion of Part 1, participants will be able to:

- » Apply the P's of Powerful Coaching to build trust and strengthen relationships with young people.
- » Demonstrate self-awareness, self-regulation, and self-development strategies to enhance their professional coaching mindset.
- » Conduct structured coaching conversations using the six key components.
- » Facilitate goal-setting discussions with young people using the G.R.O.W. model to support meaningful outcomes.

PART 2**The Power of Presence: Helping Young People to Set Goals, Re-Engage, & Show-Up**

LENGTH: 2 HOURS

Explore how authentic relationships with young people can support engagement, attendance, and achievement. Participants will learn practical coaching strategies that help build meaningful connections with young people, while also learning how to apply goal-setting frameworks to support their growth, motivation, and long-term success.

Upon completion of Part 2, participants will be able to:

- » Apply goal-setting frameworks, such as the G.R.O.W. model and S.M.A.R.T. goals, to guide young people in defining and achieving meaningful objectives.
- » Use practical supports to help young people with goal setting, intentional planning and goal achievement.
- » Implement strategies that strengthen relationships, and increase participation and retention in programs.

PART 3**From Shutting Down to Showing Up: Igniting Engagement in Young People****LENGTH:** 2 HOURS

Explore innovative approaches to effectively and authentically connect with young people who are disengaged. Participants will learn how to identify common challenges for young people and use practical supports and strategies to help ignite their interest with goal setting, intentional planning, and goal achievement.

Upon completion of Part 3, participants will be able to:

- » Analyze factors that influence motivation and identify effective responses to common engagement challenges.
- » Design and actualize approaches that support young people reconnect with their goals.
- » Use practical supports to help young people with goal setting, intentional planning, and goal achievement.
- » Integrate strategies into daily practice to sustain and strengthen impact.

PART 4**Understanding Young People from a Trauma-Informed Lens; Coaching Scenarios****LENGTH:** 2 HOURS

Learn what it means to approach your work through a trauma-informed lens and how to apply strategies grounded in that understanding to your daily practice. Using “The Window of Tolerance” as a lens, participants will gain an understanding of how trauma can manifest in young people’s behaviors and how to respond to it both in the moment and in the long run.

Upon completion of Part 4, participants will be able to:

- » Demonstrate an understanding of the connection between trauma and behavior using The Window of Tolerance framework.
- » Identify five critical areas for creating a safe environment and building trust with a young person.
- » Practice working from a trauma-informed lens through scenarios and reflection.



POST-SECONDARY ACCESS & CAREER DEVELOPMENT CERTIFICATE

LENGTH: 5 HOURS | **2 PART SERIES**

MODALITY: VIRTUAL OR IN-PERSON

TARGET AUDIENCE: ANY ADULT SERVING HIGH-SCHOOL AGE YOUNG PEOPLE

Gain the knowledge and skills to guide young people through post-secondary and career exploration. Learn strategies to support young people at key points along their post-secondary journey and during career development experiences, while still cultivating their autonomy in decision-making to ensure they find their “best-fit” setting.

2 PART TRAINING SERIES:

Part 1: College & Post-Secondary Access

Part 2: Career Development & Workforce

PART 1**College & Post-Secondary Access**

LENGTH: 2.5 HOURS

Gain the knowledge to support young people as they explore their post-secondary options. Learn about college access and admissions, selecting a best-fit college, as well as navigating financial aid, scholarships, and opportunity and support programs. Participants will acquire strategies to support young people's persistence in post-secondary pathways and guide them through critical junctures while respecting and empowering autonomy in decision-making.

Upon completion of Part 1, participants will be able to:

- » Guide young people through post-secondary exploration by helping them assess options, clarify goals, and identify best-fit colleges.
- » Assist young people in navigating the college application and enrollment process by supporting application completion, preparing for critical decision points, and fostering persistence once enrolled.
- » Connect young people to financial aid, scholarships, and support programs by identifying appropriate opportunities and helping them access resources that align with their goals.

PART 2**Career Development & Workforce**

LENGTH: 2.5 HOURS

Learn about progressive career exploration and how to align it with a young person's interests, skills, academic plans and long-term goals. Gain the knowledge and skills to support young people in accessing and engaging with meaningful career development experiences by connecting them to opportunities that match their interests and goals.

Upon completion of Part 2, participants will be able to:

- » Support young people in accessing and engaging with meaningful career development experiences by connecting them to internships, mentorships, job shadowing, and other opportunities that match their interests and goals.
- » Guide young people through progressive career exploration by helping them identify interests, assess skills, and align career options with their academic plans and long-term goals.

COURSES:

COACHING SKILLS & STRATEGIES FOR STRONG OUTCOMES



***"THIS IS THE BEST PD I'VE BEEN TO IN MY THREE YEARS
[HERE]. IT WAS STUDENT-FOCUSED AND HUMAN."***

College & Career Advisor
International High School for Health Sciences

PARTICIPANT IN **"BEYOND THE DIPLOMA"**

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UNLOCKING YOUR COACHING MINDSET & APPROACH

LENGTH: 2 HOURS

MODALITY: VIRTUAL OR IN-PERSON

TARGET AUDIENCE: ANY ADULT WORKING WITH YOUNG PEOPLE

Understanding triggers, biases and assumptions is critical to creating authentic connections with young people. In this training, participants will learn how to unlock their "coaching mindset" and gain a unique approach to authentically engage with young people. This training includes in-depth discussion of coaching strategies as well as practical application through scenario reviews and role playing.

Upon completion of this training, participants will be able to:

- » Apply the P's of Powerful Coaching to build trust and strengthen relationships with young people
- » Demonstrate self-awareness, self-regulation, and self-development strategies to enhance their professional coaching mindset.
- » Conduct structured coaching conversations using the six key components.
- » Facilitate goal-setting discussions with young people using the G.R.O.W. model to support meaningful outcomes.



THE POWER OF PRESENCE: HELPING YOUNG PEOPLE TO SET GOALS, RE-ENGAGE, & SHOW-UP

LENGTH: 2 HOURS

MODALITY: VIRTUAL OR IN-PERSON

TARGET AUDIENCE: ANY ADULT WORKING WITH YOUNG PEOPLE

Explore how authentic relationships with young people can support engagement, attendance, and achievement. Participants will learn practical coaching strategies that help build meaningful connections with young people, while also learning how to apply goal-setting frameworks to support their growth, motivation, and long-term success.

Upon completion of this training, participants will be able to:

- » Apply goal-setting frameworks, such as the G.R.O.W. model and S.M.A.R.T. goals, to guide young people in defining and achieving meaningful objectives.
- » Use practical supports to help young people with goal setting, intentional planning and goal achievement.
- » Implement strategies that strengthen relationships, and increase participation and retention in programs.



BEYOND THE DIPLOMA: COACHING STUDENTS TOWARD LIFE AFTER HIGH SCHOOL

LENGTH: 2 HOURS

MODALITY: VIRTUAL OR IN-PERSON

TARGET AUDIENCE: ANY ADULT WORKING WITH YOUNG PEOPLE

Learn to recognize and respond to the behaviors and emotions young people experience during major life transitions, including post-high school planning. Participants will learn to apply a coaching approach that supports decision-making, builds confidence and self-efficacy, and equips young people with strategies to set and achieve postsecondary and life-readiness goals.

Upon completion of this training, participants will be able to:

- » Recognize and assess behaviors and emotions in young people related to major life transitions, including post-high school planning.
- » Apply a coaching approach to guide young people in navigating life decisions, fostering confidence and self-efficacy.
- » Implement strategies to support young people in setting and achieving post-secondary and life-readiness goals.



FROM SHUTTING DOWN TO SHOWING UP: IGNITING ENGAGEMENT IN YOUNG PEOPLE

LENGTH: 2 HOURS

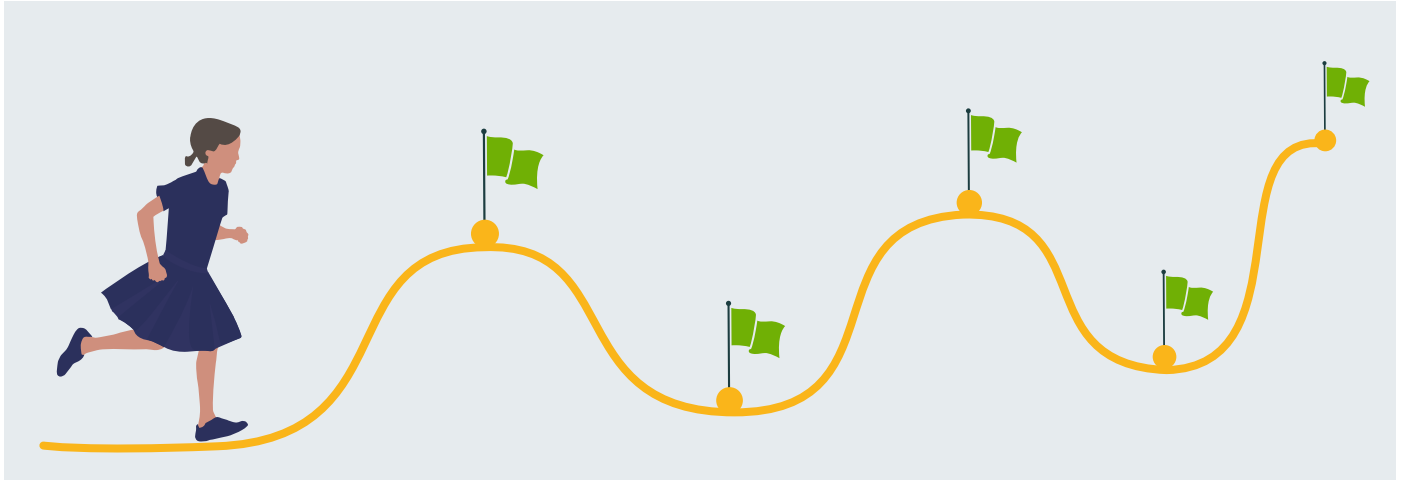
MODALITY: VIRTUAL OR IN-PERSON

TARGET AUDIENCE: ANY ADULT WORKING WITH YOUNG PEOPLE

Explore innovative approaches to effectively and authentically connect with young people who are disengaged. Participants will learn how to identify common challenges for young people and use practical supports and strategies to help ignite their interest with goal setting, intentional planning, and goal achievement.

Upon completion of this training, participants will be able to:

- » Analyze factors that influence motivation and identify effective responses to common engagement challenges.
- » Design and actualize approaches that support young people reconnect with their goals.
- » Use practical supports to help young people with goal setting, intentional planning, and goal achievement.
- » Integrate strategies into daily practice to sustain and strengthen impact.



STAYING THE COURSE: WAYS TO INCREASE MOTIVATION

LENGTH: 2 HOURS

MODALITY: VIRTUAL OR IN-PERSON

TARGET AUDIENCE: ANY ADULT WORKING WITH YOUNG PEOPLE

Gain strategies to effectively engage young people to increase motivation, inspire action, and lead to change. Participants will learn how to utilize practical approaches that strengthen engagement and encourage persistence.

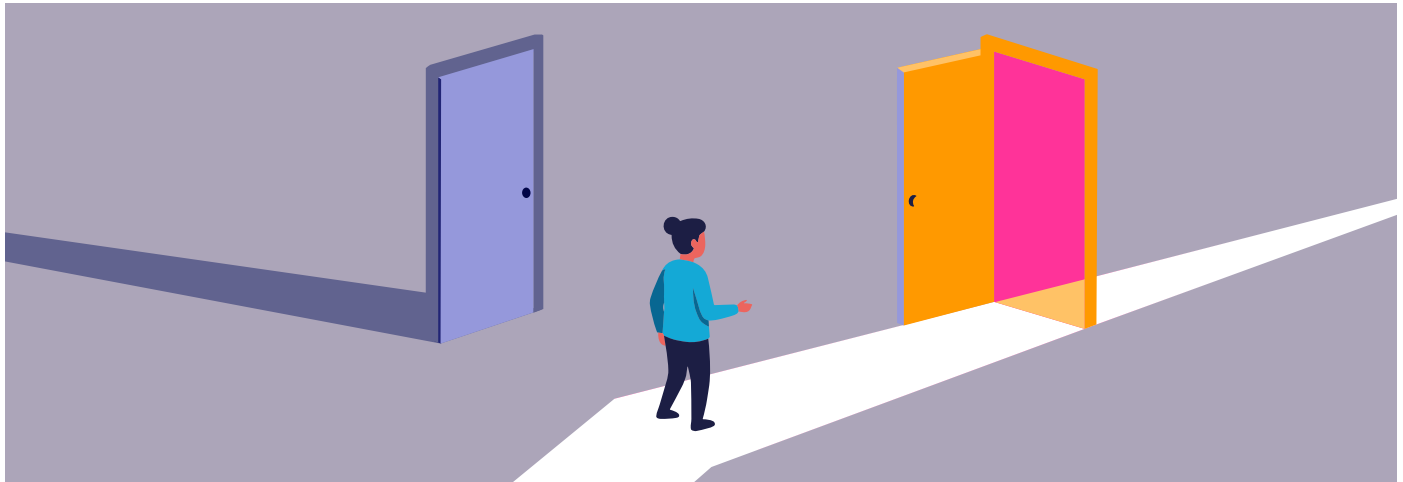
Upon completion of this training, participants will be able to:

- » Use strategies to increase program engagement and retention
- » Identify the challenges and successes inherent in efforts to boost engagement
- » Practice methods that encourage persistence and patience when working with young people

COURSES:

***PRACTICAL TOOLS FOR
SUPPORTING YOUNG PEOPLE***





ENDINGS & BEGINNINGS: HELPING YOUNG PEOPLE NAVIGATE TRANSITIONS

LENGTH: 2 HOURS

MODALITY: VIRTUAL OR IN-PERSON

TARGET AUDIENCE: ANY ADULT WORKING WITH YOUNG PEOPLE

Learn how to support young people as they experience change by recognizing the emotional responses associated with the transition process. Participants will explore William Bridges' Theory of Transition as a framework for applying targeted support at each stage to help young people navigate change effectively.

Upon completion of this training, participants will be able to:

- » Identify the emotions that young people may be experiencing when it comes to transition.
- » Analyze scenarios using William Bridges' Stages of Transition.
- » Practice coaching techniques to encourage a young person's productivity during transitions.



CALM, COOL, & COLLECTED: DE-ESCALATION & CONFLICT RESOLUTION TECHNIQUES

LENGTH: 2 HOURS

MODALITY: VIRTUAL OR IN-PERSON

TARGET AUDIENCE: ANY ADULT WORKING WITH YOUNG PEOPLE

In this training, participants will learn how to remain calm and impartial in high-stress moments and effectively de-escalate and resolve tense situations with young people. Participants will learn how to apply strategies that help young people regulate their emotions and practice techniques to resolve conflict in a peaceful, productive way.

Upon completion of this training, participants will be able to:

- » Apply at least one conflict resolution method in their work with young people.
- » Identify and practice ways they can remain calm in tense situations with young people.
- » Support young people in practicing healthy conflict resolution and deescalation techniques.



UNDERSTANDING YOUNG PEOPLE FROM A TRAUMA-INFORMED LENS

LENGTH: 2 HOURS

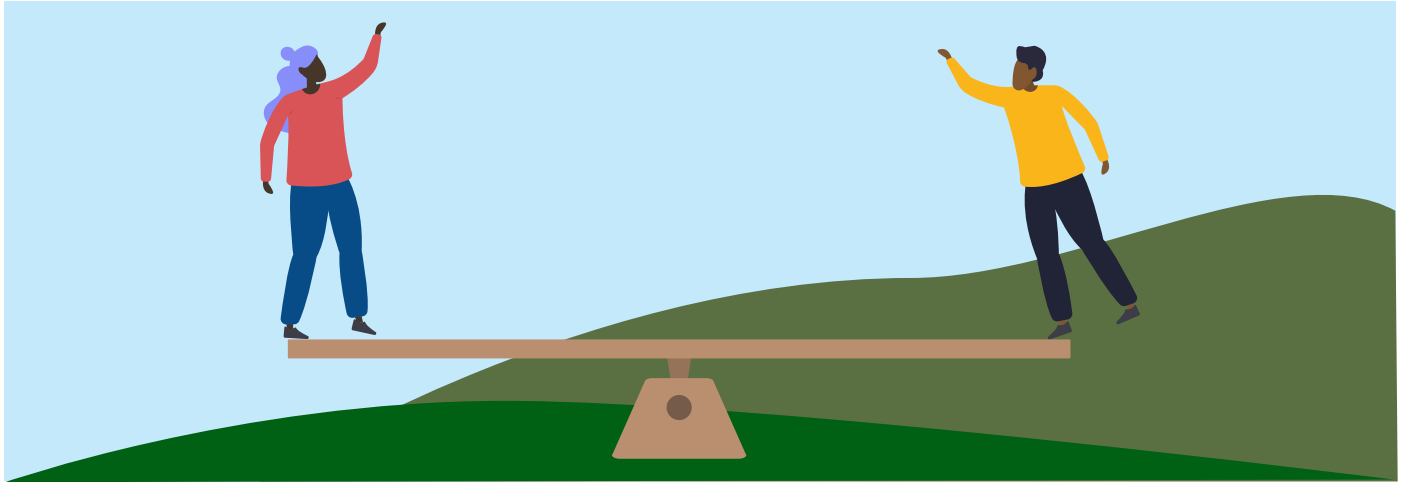
MODALITY: VIRTUAL OR IN-PERSON

TARGET AUDIENCE: ANY ADULT WORKING WITH YOUNG PEOPLE

Learn what it means to approach your work through a trauma-informed lens and how to apply strategies grounded in that understanding to your daily practice. Using “The Window of Tolerance” as a lens, participants will gain an understanding of how trauma can manifest in young people’s behaviors and how to respond to it both in the moment and in the long run.

Upon completion of this training, participants will be able to:

- » Demonstrate an understanding of the connection between trauma and behavior using The Window of Tolerance framework.
- » Identify five critical areas for creating a safe environment and building trust with a young person.
- » Practice working from a trauma-informed lens through scenarios and reflection.



TAKING OVER VS. TALKING WITH: AWARENESS OF POWER DYNAMICS & THEIR ROLE IN HELPING YOUNG PEOPLE

LENGTH: 2 HOURS

MODALITY: VIRTUAL OR IN-PERSON

TARGET AUDIENCE: ANY ADULT WORKING WITH YOUNG PEOPLE

In this training, participants will learn how power dynamics influence relationships with young people and gain strategies for sharing power and helping young people recognize their own agency. Participants will also learn approaches to support young people in advocating for themselves and exercising their power in healthy, productive ways.

Upon completion of this training, participants will be able to:

- » Acknowledge the ways that power dynamics affect their relationship with young people.
- » Identify ways to share power with young people and help them recognize where their power lies.
- » Help young people advocate for themselves and enact their power in productive, healthy ways.

COURSES:

STAFF SUSTAINABILITY & DATA LITERACY



“OVERALL, THIS ZOOM SESSION WAS A 10/10 EXPERIENCE. I LEARNED A LOT ABOUT WHAT IT TRULY MEANS TO COUNSEL—HOW TO BUILD TRUSTING RELATIONSHIPS WITH MY STUDENTS AND PARTNER WITH THEM, RATHER THAN TRYING TO CHANGE THEM. I ALSO LEARNED THE IMPORTANCE OF KEEPING MYSELF ACCOUNTABLE AND RECOGNIZING MY TRIGGERS BEFORE ENGAGING WITH OTHERS.”

CBO Staff, Independence High School

PARTICIPANT IN “UNLOCKING YOUR COACHING MINDSET”



TAKING CARE OF YOU: STAFF WELLNESS & SUSTAINABILITY WORKING WITH YOUNG PEOPLE

LENGTH: 2 HOURS

MODALITY: VIRTUAL OR IN-PERSON

TARGET AUDIENCE: ANY ADULT WORKING WITH YOUNG PEOPLE OR SUPERVISOR

Participants will explore the importance of self-care and wellness, especially when working in direct service with vulnerable populations due to heightened risk of burnout, vicarious trauma, and compassion fatigue. In this training, participants will gain practical strategies focused on maintaining mental and emotional health. Participants will practice techniques designed to promote resilience and long-term effectiveness, preventing burnout and exhaustion.

Upon completion of this training, participants will be able to:

- » Apply self-care strategies to maintain mental, emotional, and physical wellness while working with vulnerable populations.
- » Develop a personalized wellness plan that can be implemented both in the workplace and in their personal life.
- » Practice techniques that build resilience and prevent burnout, compassion fatigue, and vicarious trauma.



THE NUMBERS TELL A STORY: INTERPRETING DATA IN MEANINGFUL WAYS

LENGTH: 2 HOURS

MODALITY: VIRTUAL OR IN-PERSON

TARGET AUDIENCE: ANY ADULT WORKING WITH YOUNG PEOPLE OR SUPERVISOR

Explore how data can be used to better understand and communicate the impact of your work with young people. In this training, participants will learn how to review and interpret data to identify progress, track outcomes, and gain a more comprehensive view of program effectiveness. Learn how to apply data insights to inform decision-making, set realistic goals, and communicate success stories effectively.

Upon completion of this training, participants will be able to:

- » Analyze program data to identify trends, progress, and areas for improvement in their work with young people.
- » Interpret data to draw meaningful conclusions about outcomes and overall program impact.
- » Apply data insights to inform decision-making, set realistic goals, and communicate success stories effectively.



KEEPING TIME: MANAGING TASKS & TIME WITH YOUNG PEOPLE

LENGTH: 2 HOURS

MODALITY: VIRTUAL OR IN-PERSON

TARGET AUDIENCE: ANY ADULT WORKING WITH YOUNG PEOPLE

Participants will strengthen their time management skills to create more meaningful and impactful interactions with young people. They will gain strategies to prioritize high-value engagement, assess their workload, and identify activities that have the greatest impact. Participants will also develop practical plans to balance direct service responsibilities with broader professional demands, ensuring their time is used in ways that best support young people. Participants will learn how to evaluate their workload, identify high-impact activities, and develop practical plans to balance direct service responsibilities with broader professional demands.

Upon completion of this training, participants will be able to:

- » Implement time management strategies to organize tasks and prioritize interactions with young people effectively.
- » Analyze their workload and identify opportunities to focus on high-impact activities that support the engagement and growth of young people.
- » Develop and apply actionable plans to balance meaningful interactions with young people and other professional responsibilities.

COURSES:

LEADERSHIP FOUNDATIONS





THE 4P'S OF IMPACTFUL LEADERSHIP

LENGTH: 3 HOURS

MODALITY: VIRTUAL OR IN-PERSON

TARGET AUDIENCE: ANY SUPERVISOR OR ORGANIZATION/SCHOOL LEADER

In this training, participants will explore the 4P's Model of Goal Achievement: People, Process, Performance, and Planning. Learn how to apply strategies that foster buy-in, improve collaboration, increase program effectiveness, and cultivate team alignment around a shared vision. Participants will learn how to develop a common language, create a roadmap for goal achievement, resolve gaps in understanding, and identify barriers to success.

Upon completion of this training, participants will be able to:

- » Design and implement processes and systems that improve team and program outcomes.
- » Foster buy-in and alignment around the programmatic vision with team members.
- » Recognize and remove roadblocks that impede progress toward goals.
- » Develop a shared language and roadmap to guide goal achievement across the team.
- » Identify and address gaps in understanding to strengthen team collaboration.



MAKING EVERY 1:1 COUNT: BOOSTING PRODUCTIVITY & CONNECTION IN SUPERVISION

LENGTH: 2 HOURS

MODALITY: VIRTUAL OR IN-PERSON

TARGET AUDIENCE: ANY SUPERVISOR OR ORGANIZATION/SCHOOL LEADER

Learn how to use supervision as a tool to increase staff motivation, strengthen engagement, and support performance. Participants will gain practical strategies to lead more intentional, staff-centered conversations that respond to individual needs, concerns, and goals. The training focuses on moving beyond task-driven checklists to create purposeful supervision sessions where staff feel heard, supported, and motivated to grow.

Upon completion of this training, participants will be able to:

- » Focus on topics related to the needs, concerns, and hopes of your staff, who should take an active role.
- » Use supervision time to motivate and increase staff engagement
- » Implement a supervision tool to keep your staff's performance on track.



COURSES:

**TEAM CULTURE
& STAFF ENGAGEMENT**

**“GREAT ENERGY AND IMPORTANT
REMINDERS FOR OUR WORK.”**

School Counselor, John Adams High School

PARTICIPANT IN **“BEYOND THE DIPLOMA”**



HOW DO STAFF REALLY FEEL ABOUT WORK? LEADERSHIP STRATEGIES FOR ENGAGEMENT

LENGTH: 2 HOURS

MODALITY: VIRTUAL OR IN-PERSON

TARGET AUDIENCE: ANY SUPERVISOR OR ORGANIZATION/SCHOOL LEADER

In this training, participants explore current research on employee engagement and the gaps between leadership perception and staff experience. Learn practical techniques to boost morale, strengthen communication, and strategies to build trust and psychological safety within teams. Participants will learn how to better understand staff experiences by gathering honest, meaningful feedback.

Upon completion of this training, participants will be able to:

- » Gather honest, meaningful feedback from staff to understand their true experiences at work.
- » Use strategies for improving communication, trust, and psychological safety within teams.
- » Apply 5 techniques for boosting staff morale and engagement.
- » Understand what studies are showing regarding how staff really feel about their work.



COLLABORATION VS. CONFRONTATION: HOW TO MANAGE CHALLENGING WORKPLACE BEHAVIOR

LENGTH: 2 HOURS

MODALITY: VIRTUAL OR IN-PERSON

TARGET AUDIENCE: ANY ADULT WORKING WITH YOUNG PEOPLE OR SUPERVISOR

Gain practical strategies and techniques to navigate challenging workplace behavior. Participants will learn how to recognize issues early, lead constructive conversations that balance empathy and accountability, and shift difficult interactions toward collaboration and shared problem-solving. Through real-world scenarios and guided practice, participants will strengthen their communication, de-escalation, and conflict resolution skills.

Upon completion of this training, participants will be able to:

- » Recognize early signs of challenging workplace behavior and respond before issues escalate.
- » Lead respectful, productive conversations that balance empathy with accountability.
- » Identify root causes of conflict and engage colleagues in shared problem-solving.
- » Set boundaries, maintaining professionalism under pressure, and supporting a positive team culture.
- » Practice communication and de-escalation techniques to shift difficult moments toward collaboration.

COURSES:

SUSTAINING IMPACT BEYOND THE TRAINING ROOM

To ensure training results in meaningful impact, CTI provides structured follow-up sessions that extend learning into daily practice. Over three months, participants refine skills, strengthen implementation, and build the consistency needed to achieve measurable outcomes.





CTI COACHING CIRCLES: ELEVATING YOUR COACHING IMPACT

LENGTH: 3 HOURS | 1 HOUR PER MONTH FOR 3 MONTHS

MODALITY: VIRTUAL OR IN-PERSON

PRE-REQUISITE: COMPLETION OF ANY COACHING SKILLS & STRATEGIES FOR STRONG OUTCOMES COURSE

Following the completion of any [Coaching Skills & Strategies for Strong Outcomes course](#), participants can extend training into daily practice through structured follow-up sessions. Over three months, participants refine skills, strengthen implementation, and build the consistency needed to achieve sustained, measurable outcomes.

Each 1-hour Coaching Circle session, led by a CTI-certified coach, provides a supportive space for participants to reflect on how they are applying strategies in their daily work. Participants will practice coaching conversations using real scenarios, receive targeted feedback, and work through challenges related to engagement and goal achievement—building consistency and confidence in their coaching approach.

Upon completion of CTI Coaching Circles, participants will be able to:

- » Apply newly learned coaching strategies consistently in real-world interactions with young people
- » Strengthen structured coaching conversations through guided practice and feedback
- » Troubleshoot engagement challenges using collaborative problem-solving
- » Refine their coaching mindset and approach through reflection and peer learning
- » Increase their competence and confidence implementing strengths based coaching with young people



CTI IMPLEMENTATION CIRCLES: FROM LEARNING TO ACTION

LENGTH: 3 HOURS | 1 HOUR PER MONTH FOR 3 MONTHS

MODALITY: VIRTUAL OR IN-PERSON

PRE-REQUISITE: ALL CTI COURSES OUTSIDE OF THE COACHING SKILLS & STRATEGIES FOR STRONG OUTCOMES SECTION

Following the completion of any eligible* CTI course, participants can extend their learning through three months of structured Implementation Circles. Led by a CTI facilitator, these structured follow-up sessions are designed to extend training content into sustained, daily practice. Participants refine skills, strengthen implementation, and build the consistency needed to achieve measurable outcomes.

Each 1-hour session provides a focused space for participants to share how they are applying training strategies in their daily work, troubleshoot implementation challenges, analyze real-world scenarios, and strengthen systems, supervision, and team practices—while receiving targeted feedback and accountability support.

Upon completion of the CTI Implementation Circles, participants will be able to:

- » Apply training strategies with greater consistency and confidence
- » Identify and address barriers to implementation
- » Use reflection and peer feedback to refine their approach
- » Strengthen alignment between individual practice and organizational goals

* **ELIGIBLE PRE-REQUISITES:** any course from the [Practical Tools for Supporting Young People](#), [Staff Sustainability & Data Literacy](#), [Leadership Foundations](#), and [Team Culture & Staff Engagement](#) sections. (For courses focused on coaching young people, see the [Coaching Skills & Strategies for Strong Outcomes section](#) and [CTI Coaching Circles: Elevating Your Coaching Impact](#).)



CTI LEADERSHIP CIRCLES: FROM STRATEGY TO SUSTAINED EXECUTION

LENGTH: 3 HOURS | 1 HOUR PER MONTH FOR 3 MONTHS

MODALITY: VIRTUAL OR IN-PERSON

PRE-REQUISITE: COMPLETION OF THE 4P'S OF IMPACTFUL LEADERSHIP COURSE

Following completion of **The 4P's of Impactful Leadership** course, participants can extend learning beyond conceptual understanding and into sustained strategic execution through three months of structured Leadership Circles. Led by a CTI facilitator, these sessions are designed to support supervisors and leaders in translating the 4P's framework into consistent, high-impact leadership practice.

Each 1-hour session provides a focused space for leaders to share how they are applying the 4P's (People, Process, Performance, Planning) in their teams, address implementation barriers, strengthen systems and processes, and align supervision with strategic goals—while exchanging best practices and receiving targeted feedback and accountability support.

Upon completion of the CTI Leadership Circles, participants will be able to:

- » Apply the 4P's framework with greater clarity and consistency
- » Identify and address implementation gaps within their teams
- » Foster accountability while maintaining trust and buy-in
- » Sustain leadership practices that improve team effectiveness and program outcomes
- » Strengthen alignment between team goals, systems, and performance expectations

TRAIN-THE-TRAINER PACKAGES



"THE SESSION WAS VERY INSIGHTFUL AND EYE-OPENING. I FEEL MORE EQUIPPED TO APPROACH INTERACTIONS WITH SENSITIVITY AND UNDERSTANDING." ”

**PARTICIPANT IN
"FROM SHUTTING DOWN TO SHOWING UP:
IGNITING ENGAGEMENT IN YOUNG PEOPLE"**



EMPOWERING YOU TO EMPOWER YOUNG PEOPLE: WORKSHOPS THAT WILL ENERGIZE YOUNG PEOPLE

LENGTH: 9 HOURS

MODALITY: HYBRID

THE EXPERIENCE:

3 HOURS OF IN-PERSON TRAINING

2 HOURS OF FACILITATION WITH OBSERVATION BY A CTI TRAINER

1 HOUR OF STRUCTURED FEEDBACK SESSION

3 HOURS OF VIRTUAL FOLLOW-UP SUPPORT SESSIONS (**THREE 1-HOUR SESSIONS**)

This Train-the-Trainer package equips participants to independently facilitate CTI’s workshop curriculum while maintaining fidelity to CTI’s design and engagement approach. Designed for organizations serving young people, this training package builds facilitation skills through hands-on practice, live feedback, and continued virtual follow-up sessions—ensuring participants are prepared to lead engaging, workshops.

Throughout the experience, participants will:

- » Facilitate workshops using CTI’s workshop curriculum and approach
- » Lead interactive activities that promote engagement and reflection
- » Guide discussions that connect content to lived experiences
- » Manage group dynamics and foster inclusive environments
- » Apply techniques that sustain active participation

EMPOWERING YOU TO EMPOWER YOUNG PEOPLE: WORKSHOPS THAT WILL ENERGIZE YOUNG PEOPLE

[CONTINUED]

Following training, participants can extend learning into sustained implementation through three months of virtual follow-up sessions. Participants will gain practical tools, curriculum materials, and feedback to support effective facilitation.

Individual participants receive targeted, one-on-one support to refine their practice. In group settings, these sessions function as Learning Communities for shared problem-solving and strategy-building.

Upon completion, participants will be able to:

- » Independently facilitate CTI's workshop curriculum
- » Strengthen engagement and participation of young people
- » Lead activities that support reflection, growth, and goal-setting
- » Adapt delivery while maintaining learning objectives
- » Sustain workshop implementation within their organization

WORKSHOP CURRICULUM:

- 1) **Goal Digger: Strategies for Setting & Achieving Goals**
- 2) **Sharing & Supporting Our Goals: How Peer Feedback & Networking Helps**
- 3) **Different Is Dope: An Appreciation for Diversity**
- 4) **The World Is Yours**
- 5) **Why Wellness Works**

WORKSHOP CURRICULUM:**1) Goal Digger: Strategies for Setting & Achieving Goals**

This workshop empowers young people to set and achieve their goals effectively. Participants will learn powerful strategies supporting young people to define clear goals, creating actionable plans, and overcoming obstacles.

Learning Objectives for Workshop:

- » Participants will review strategies for setting and achieving goals
- » Participants will identify at least two goals (one short-term and one long-term)
- » Participants will determine action items for each goal as well as next steps and potential barriers

**2) Sharing & Supporting Our Goals:
How Peer Feedback & Networking Helps**

Participants will refine the goals created in the prior workshop, Goal Digger, through peer feedback and collaboration. Participants will explore strategies for strengthening goal achievement, including the application of the "S.M.A.R.T." goals framework, assessing their support networks, and identifying individuals they can engage for guidance.

Learning Objectives for Workshop:

- » Participants will provide one other person with feedback on their goals
- » Participants will receive feedback from a peer regarding their action plans
- » Participants will identify people in their support network who can help with their goals
- » Participants will learn about the "S.M.A.R.T." goals framework

WORKSHOP CURRICULUM (CONTINUED):**3) Different Is Dope: An Appreciation for Diversity**

This workshop equips young adults with the knowledge and skills to understand and value diversity, equity, and inclusion. Participants will gain valuable insights, practical tools, and strategies to curate a community and a culture of respect, understanding, and appreciation for individual differences.

Learning Objectives for Workshop:

- » Participants will examine the benefits of diversity, equity, and inclusion
- » Participants will identify ways to celebrate diverse perspectives and backgrounds
- » Participants will discuss how to make others feel safe, included, and a sense of belonging

4) The World Is Yours

Participants are empowered to unlock their full potential and manifest their dreams. Participants will gain practical strategies, tools, and mindset shifts to overcome barriers, set ambitious goals, and create a roadmap for success.

Learning Objectives for Workshop:

- » Participants will identify ways they can advocate for themselves and their peers
- » Participants will examine the connection between their dreams and their goals
- » Participants will discuss times when they felt empowered

5) Why Wellness Works

This workshop focuses on mental health and wellness for young adults. Participants will gain practical tools, coping strategies, techniques, and resources to build resilience and support their overall well-being.

Learning Objectives for Workshop:

- » Participants will identify tools and strategies for attending to their well-being
- » Participants will discuss the importance of mental, emotional, and physical wellness
- » Participants will develop a self-care plan to use after the workshop
- » Participants will practice wellness techniques



CTI COACHING CIRCLES: TRAIN-THE-TRAINER

LENGTH: 6 HOURS

MODALITY: IN-PERSON OR VIRTUAL

PRE-REQUISITE: THE FOUNDATIONS OF POWERFUL COACHING CERTIFICATE AND PARTICIPATION IN 3 CTI COACHING CIRCLES

THE EXPERIENCE:

2 HOURS OF TRAINING

1 HOUR OF OBSERVATION OF A COACHING CIRCLE TRAINER

1 HOUR OF CO-FACILITATION OF A COACHING CIRCLE WITH A COACHING CIRCLE TRAINER

1 HOUR OF COACHING CIRCLE FACILITATION (with Observation by a Coaching Circle Trainer)

1 HOUR OF STRUCTURED FEEDBACK

The CTI Train-the-Trainer package prepares participants to independently facilitate CTI Coaching Circles while maintaining fidelity to CTI's Coaching Approach. Organizations will gain the sustained, structured practice and reflection essential for effective implementation.

Participants will build the skills and confidence needed to effectively lead Coaching Circles through guided facilitation, observation, co-leading, and independent delivery with feedback.

CTI COACHING CIRCLES: TRAIN-THE-TRAINER

[CONTINUED]

Throughout the experience, participants:

- » Facilitate Coaching Circles using CTI's structured format
- » Lead case consultations and coaching scenario analysis
- » Guide reflective dialogue and peer feedback
- » Manage group dynamics while maintaining psychological safety
- » Reinforce coaching mindset and strengths-based practices

Participants will gain practical tools, templates, and direct facilitation experience supported by individualized feedback.

Upon completion, participants will be able to:

- » Independently facilitate CTI Coaching Circles
- » Maintain fidelity to coaching principles and models
- » Lead reflective sessions that strengthen coaching consistency
- » Provide feedback that enhances peer learning
- » Sustain internal coaching development without external support



CTI LEADERSHIP CIRCLES: TRAIN-THE-TRAINER

LENGTH: 6 HOURS

MODALITY: VIRTUAL OR IN-PERSON

TARGET AUDIENCE: SENIOR LEADERS, DIRECTORS, EXECUTIVE TEAM MEMBERS, OR INTERNAL PROFESSIONAL DEVELOPMENT LEADS

PRE-REQUISITE: THE CTI 4P'S OF IMPACTFUL LEADERSHIP; PARTICIPATION IN 3 CTI LEADERSHIP CIRCLES: FROM STRATEGY TO SUSTAINED EXECUTION SESSIONS; THE FOUNDATIONS OF POWERFUL COACHING CERTIFICATE; AND COACHING CIRCLES TRAIN-THE-TRAINER

THE EXPERIENCE:

2 HOURS OF TRAINING

1 HOUR OF OBSERVATION OF A LEADERSHIP CIRCLE TRAINER

1 HOUR OF CO-FACILITATION OF A LEADERSHIP CIRCLE WITH A LEADERSHIP CIRCLE TRAINER

1 HOUR OF LEADERSHIP CIRCLE FACILITATION with Observation by a Leadership Circle Trainer

1 HOUR OF STRUCTURED FEEDBACK

As organizations strengthen leadership practice through CTI's 4P's framework (People, Process, Performance, Planning), sustaining disciplined execution and reflection is essential. This Train-the-Trainer package prepares leaders to independently facilitate CTI Leadership Circles while maintaining fidelity to the 4P's framework and implementation approach.

Participants will build the skills and confidence needed to effectively lead execution-focused leadership conversations through observation, co-facilitation, and independent facilitation with feedback.

CTI LEADERSHIP CIRCLES: TRAIN-THE-TRAINER

[CONTINUED]

Throughout the experience, participants:

- » Facilitate Leadership Circles using CTI's structured format
- » Guide implementation reviews grounded in the 4P's framework
- » Lead performance-focused conversations across People, Process, Planning, and Performance
- » Lead executive-level conversations with clear communication and a strong sense of accountability
- » Reinforce alignment between strategy, systems, and outcomes

Participants will gain practical tools, templates, and individualized feedback to support effective facilitation.

Upon completion, participants will be able to:

- » Independently facilitate CTI Leadership Circles
- » Maintain fidelity to the 4P's framework
- » Lead structured, execution-focused leadership conversations
- » Strengthen strategic alignment and accountability
- » Sustain internal leadership development without external facilitation support

PRICING & CUSTOMIZATION



***“YOU CREATED A SPACE WHERE
PEOPLE WERE WILLING TO LEARN,
SHARE AND BE VULNERABLE.”***

”

School Counselor, PS110
PARTICIPANT IN **“UNLOCKING YOUR COACHING MINDSET”**

PRICING & CUSTOMIZATION

Unless indicated otherwise, the prices listed below are for **virtual** training sessions.

Courses

Can accommodate up to 100 people. Additional participants can be added for an additional fee.

2-Hour Course	\$2,000
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3-Hour Course	\$2,500
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Sustaining Impact Beyond the Training Room Courses	\$1,500
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(CTI COACHING CIRCLES, CTI IMPLEMENTATION CIRCLES, & CTI LEADERSHIP CIRCLES)

3 Virtual, 1-Hour Sessions | Sessions can accommodate up to 25 people. Additional participants can be added for an additional fee.

Certificate Programs

Can accommodate up to 100 people. Additional participants can be added for an additional fee.

The Foundations of Powerful Coaching Certificate	\$13,500
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Post-Secondary Access and Career Development Certificate	\$6,000
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Train-the-Trainer Packages

Empowering You to Empower Young People: Workshops That Will Energize Young People

Includes CTI's Workshop Curriculum

★ PRICED AS A HYBRID OFFERING

1 Participant	\$5,000
2 Participants	\$6,000
3 Participants	\$7,000
4 Participants	\$8,000
5 Participants	\$9,000

CTI Coaching Circles: Train-The-Trainer & CTI Leadership Circles: Train-the-Trainer

1 Participant	\$3,000
2 Participants	\$4,000
3 Participants	\$5,000
4 Participants	\$6,000
5 Participants	\$7,000

Prices listed are for virtual delivery*. There is a \$225 fee per session for local in-person delivery.

There will be an additional travel fee for delivery outside of the 5 boroughs.

Pricing is inclusive of the preparation, delivery and follow-up for the sessions, including electronic materials and evaluation. Pricing includes customization of the training content to target audience and population, including the contextualization of role plays and scenarios.

***Empowering You to Empower Young People: Workshops That Will Energize Young People** is priced as a **hybrid offering**.

CONNECT WITH CTI

If you are interested in learning more about any of the trainings listed or the other ways CTI can support your capacity-building and professional development needs, please contact:



SABEEN PIRANI, SHE/HER

Associate Chief Learning & Impact Officer

sabeen.pirani@fairfuturesny.org



The Center For
FAIRFUTURES >