CRANE CONSULTING LTD
EXPERIENCE. EXPERTISE. EXCELLENCE.

TRAINING AND PROFESSIONAL DEVELOPMENT MENU

Programs for youth-serving organizations, schools and community systems

Every session is built on the same conviction: the adults in the room are the program. Young people do not experience a curriculum. They experience the person delivering it.

HOW THE MENU WORKS

Offerings run from a single half-day module to multi-day institutes. Half-day modules stand alone or stack into a fuller day, and any topic can be adapted for your team, your calendar and your goals. **Thirty-five offerings across eleven sections.**

Competent
Deep expertise.

Credentialed
Evidence-based practice.

Committed
Dedicated to your success.

Communicative
Transparent, action-oriented feedback.

Caring
Genuine relationships with lasting impact.

SECTION 01

Ready to Teach Well

The core craft behind every effective youth program.

01 Facilitation That Moves the Room

Intentional staff practices make any curriculum land harder. Participants learn specific techniques to lift engagement, sharpen delivery and build the social and emotional skills young people carry out of the room.

FORMAT Half-day, expandable to full-day | 6.0 contact hours

BUILT FOR Direct service staff, administrators | Delivered in person or virtually

02 Strengths First: Positive Youth Development in Practice

Positive Youth Development is a stance, not a lesson plan. Participants trace its principles, see how it meets real adolescent needs, and practice handing young people genuine ownership of their own growth.

FORMAT Half-day, expandable to full-day | 6.0 contact hours

BUILT FOR Systems, direct service staff, administrators, parents | Delivered in person or virtually

03 Structure That Frees: Routines and Interactions That Hold Youth

Structure creates the conditions for success and interaction brings them to life. Participants build predictable routines and purposeful interactions that produce accountability, independence and sustained engagement.

FORMAT Half-day to full-day | 6.0 contact hours

BUILT FOR Direct service staff, administrators | Delivered in person or virtually

04 From Forming to Performing: Facilitating Group Growth

Fostering collaboration is both a skill and an art. Participants work through the stages of group development, learn what to anticipate at each one, and leave with activities that move a group forward rather than sideways.

FORMAT Half-day to full-day | 6.0 contact hours

BUILT FOR Direct service staff | Delivered in person or virtually

SECTION 02

Understanding Young People

Adolescence, wellbeing and the whole young person.

05 The Adolescent Brain: What They Were Thinking

Adolescence is a stage of life worth understanding rather than enduring. Participants learn the biology behind the behavior, how the brain functions under stress and in calm, and the program practices that support healthy development.

FORMAT Half-day to full-day | 2.75 to 6.75 contact hours

BUILT FOR Direct service staff, administrators, parents | Delivered in person or virtually

06 Skills for Life: Social and Emotional Learning in Practice

SEL skills underpin everything else, from managing an emotion to holding a friendship. Participants learn why skill practice matters most in adolescence and how to build SEL into programming that already exists rather than adding one more thing.

FORMAT Half-day to full-day | 6.0 contact hours

BUILT FOR Systems, direct service staff, administrators, parents | Delivered in person or virtually

07 Everyone Has a Role: Supporting Youth Mental Wellness

Supporting mental wellness is not only about responding to crisis. Participants learn to build environments where young people feel safe, connected and equipped, and leave with an action plan for their own program setting.

FORMAT Half-day to full-day | 6.0 contact hours

BUILT FOR Systems, direct service staff, administrators, parents | Delivered in person or virtually

08 Trauma-Aware Practice: Building Healing-Centered Environments

Trauma awareness is a core competency for anyone working with young people. Participants learn how trauma shapes the behavior of youth and adults alike, and how to respond with a trauma-aware frame rather than a reactive one.

FORMAT Half-day to full-day | 6.0 contact hours

BUILT FOR Direct service staff, administrators, parents | Delivered in person or virtually

09 Bounce Forward: Resiliency and Growth Mindset

Resiliency is more than recovering. Participants identify what resilient young people have in common, practice the strategies that build it, and learn how to help youth move through setbacks with their sense of possibility intact.

FORMAT Half-day to full-day | 6.0 contact hours

BUILT FOR Direct service staff, administrators, parents | Delivered in person or virtually

10 The Power of Connection: Belonging as a Developmental Need

Connection is not a nice extra. Participants examine why belonging shapes how adolescents learn and grow, and identify the staff practices and program structures that build real connection between young people.

FORMAT Half-day to full-day | 6.0 contact hours

BUILT FOR Direct service staff, administrators | Delivered in person or virtually

SECTION 03

Relationships and Behavior

How staff show up when things are easy and when they are not.

11 Boundaries and Repair: Building Relationships That Hold

Healthy relationships with youth do not happen by accident. Participants learn how trust is built through consistency and respect, how boundaries protect the work, and how to repair a relationship after trust is broken.

FORMAT Half-day to full-day | 6.0 contact hours

BUILT FOR Direct service staff | Delivered in person or virtually

12 Before the Redirect: Proactive Behavioral Supports

Most behavior support happens before anything goes wrong. Participants design proactive supports that build emotional regulation and self-control, and learn to coach emotional awareness rather than react to its absence.

FORMAT Half-day to full-day | 6.0 contact hours

BUILT FOR Direct service staff, administrators | Delivered in person or virtually

13 Safe Space: Creating Environments Where Youth Stay

Belonging is a condition staff create deliberately. Participants learn what maintains a welcoming environment, including healthy boundaries and strategies for common challenges, and practice the conversations that keep a space safe.

FORMAT Half-day to full-day | 2.75 to 6.75 contact hours

BUILT FOR Direct service staff, administrators | Delivered in person or virtually

SECTION 04

Voice, Service and Leadership

Sharing power with young people and building their capacity to lead.

14 Service That Changes the Server: Community Service Learning

Service learning develops the young person doing it. Participants learn to structure service that includes youth voice, reflection and evaluation, and how to distinguish it from service that simply happens to young people.

FORMAT Half-day, expandable to full-day | 6.0 contact hours

BUILT FOR Direct service staff, administrators | Delivered in person or virtually

15 From Participation to Partnership: Sharing Power with Youth

Bringing youth into decisions requires clear intention and adult preparation. Participants distinguish engagement from collaboration and leadership, and build the roles and structures that make youth leadership real.

FORMAT Half-day to full-day | 6.0 contact hours

BUILT FOR Systems, direct service staff, administrators | Delivered in person or virtually

SECTION 05

Building Organizational Capacity

For the leaders who design, measure and sustain the work.

16 Making It Stick: Implementation Science and Continuous Quality Improvement

Delivering a program is not the same as implementing it well. Participants leave with an implementation plan and a continuous improvement framework they can put to work in their own organization.

FORMAT Half-day to full-day | 3.0 to 8.0 contact hours

BUILT FOR Administrators, program directors, nonprofit leaders, quality improvement teams | Delivered in person or virtually

17 From Vision to Results: Strategic Planning That Executes

Plans fail in the execution, not the vision. Participants build a planning process that connects organizational goals to measurable results, with the ownership and review structure that keeps a plan alive after the retreat ends.

FORMAT Half-day to full-day | 3.0 to 8.0 contact hours

BUILT FOR Executive leadership, boards, program directors | Delivered in person or virtually

18 Still Standing: Personal Wellness and Self-Care for Youth Workers

Self-care is both an individual practice and an organizational responsibility. Participants work through six practical stations covering sleep, movement, nutrition, stress response, boundaries and connection, and leave with a plan that survives contact with a real week.

FORMAT Full-day, with half-day variant | 8.0 contact hours

BUILT FOR Educators, counselors, social workers, youth development professionals | Delivered in person or virtually

SECTION 06

Family and Community Partnerships

The relationships outside the program that determine what happens inside it.

19 Engaging Parents as Partners

Seven modules equipping educators and youth-serving teams to build authentic family partnership through the R.E.P.A.I.R. framework, practical communication tools and a 90-Day Action Plan participants carry out of the room.

FORMAT Half-day to full-day | 3.0 to 8.0 contact hours

BUILT FOR Direct service staff, family engagement staff, administrators | Delivered in person or virtually

20 Engaging Stakeholders: Partnerships That Strengthen Programs

Seven modules that move leaders from mapping who holds a stake to leading shared decision making. Signature experiences include Who Has a Stake?, the Stakeholder Mapping Lab, The Decision-Making Table, The Trust Challenge and a 90-Day Capstone that turns the work into a concrete action plan.

FORMAT Half-day to full-day | 3.0 to 8.0 contact hours

BUILT FOR Executive leadership, program directors, community organizations | Delivered in person or virtually

SECTION 07

Conference Sessions and Webinars

Short-format sessions built for conferences, associations and virtual audiences.

21 Calm in the Moment: De-Escalation Through an Adolescent Brain Lens

A fast, practical spark session for teams who handle heat in the moment. Participants see what is happening in an adolescent brain under stress and leave with a calm-down sequence they can use the same week.

FORMAT 30-minute webinar or spark session | 0.5 contact hours

BUILT FOR Youth development professionals, direct service staff | Delivered in person or virtually

22 The Adolescent Brain in Your Program

An applied workshop connecting brain development to the behavior staff actually see. Participants work through hot moments, trust behaviors and belonging signals, then commit to one practice change.

FORMAT 60-minute breakout or workshop | 1.0 contact hours

BUILT FOR Direct service staff, administrators, conference audiences | Delivered in person or virtually

23 Trust First: Leading Frontline Retention

Staff leave when the everyday communication breaks down. Participants examine the trust behaviors that keep frontline teams, and learn what leaders can change without a budget.

FORMAT 60-minute interactive workshop | 1.0 contact hours

BUILT FOR Assisted living and care teams, frontline supervisors | Delivered in person or virtually

24 Small Data, Big Decisions: Continuous Quality Improvement

Programs already hold the data they need. Participants learn a small-data practice that fits inside an ordinary workweek, and how to turn everyday information into decisions that improve delivery.

FORMAT 60-minute workshop, 90-minute option | 1.5 contact hours

BUILT FOR Homeless services and community providers, program leaders | Delivered in person or virtually

25 Leading Through Funding Uncertainty

When funding shifts, the pressure lands on staff. Participants work through the organizational capacity moves that protect both the work and the people doing it, with an eye on what to build now for the next cycle.

FORMAT 60-minute session | 1.0 contact hours

BUILT FOR County human services directors, managers and supervisors | Delivered in person or virtually

26 Grant Writing Strategies That Pay Off

Where the money is and how funders actually read a request. Participants learn the difference between government, foundation and corporate asks, and how to make evaluation a strength rather than a formality.

FORMAT 60-minute webinar, delivered once | 1.0 contact hour

BUILT FOR Nonprofit leaders, program directors, grant seekers | Delivered in person or virtually

SECTION 08

Safety, Reporting and Wellbeing

Mandated reporting, disclosure response and personal sustainability for the adults who serve.

27 Child Abuse and Neglect: Recognition, Response and Reporting

A seven-module, full-day curriculum for educators, youth-serving staff and mandated reporters. Participants learn to recognize indicators of abuse and neglect, respond to disclosures using the LISTEN framework, and navigate mandated reporting with confidence, including the Wisconsin statute sec. 48.981 and DCFS guidance. The day closes with a disclosure simulation lab and a Disclosure and Reporting Protocol each participant takes back to their setting.

FORMAT Full-day | 8.0 contact hours

BUILT FOR Educators, youth-serving staff, mandated reporters | Delivered in person or virtually

28 Responding to Disclosures and Reporting Suspected Abuse

A stand-alone mandated reporter training drawn from Module 5 of the full Child Abuse and Neglect curriculum. Covers the LISTEN response framework, the six mandated reporting questions, jurisdiction-specific reporting requirements with the Wisconsin supplement, and a disclosure simulation lab sized to a single session. Bookable on its own for conferences, districts and agencies.

FORMAT 90 minutes | 1.5 contact hours

BUILT FOR Educators, youth-serving staff, mandated reporters, conference audiences | Delivered in person or virtually

29 Personal Wellness and Self-Care: The Flagship

An experiential flagship covering stress physiology, boundaries, sustainable self-care planning and workplace wellness culture, built around guided stations and a closing action plan. Trauma-informed by design: no required personal disclosure, private-by-default reflections. The 4.0 hour version trims to four core modules; the 8.0 hour version extends the stations and capstone for a deeper day.

FORMAT 6.0 contact hours flagship, also offered in 4.0 hour and 8.0 hour formats

BUILT FOR Educators, counselors, social workers, youth development professionals, care teams | Delivered in person or virtually

SECTION 09

Continuing Education Series

Two-hour sessions for guardianship and care professionals, each bookable on its own or as a ten-part series.

30 Continuing Education Series for Guardianship and Care Professionals

Ten two-hour continuing education sessions built on one consistent template, each with a participant guide and evaluation built in: CE1 Dementia Care, CE2 Mental Health First Aid, CE3 Disability Rights and Advocacy, CE4 Cultural Competency, CE5 Ethics and Boundaries, CE6 Ward Rights and Supported Decision-Making, CE7 Abuse, Neglect, and Exploitation Reporting, CE8 Financial Stewardship and Estate Management, CE9 Communication with Families, Courts, and County Agencies, and CE10 Documentation, Recordkeeping, and Incident Reporting. Each session can be booked individually or as a series.

FORMAT Ten sessions | 2.0 contact hours per session

BUILT FOR Guardianship professionals, care providers, agency staff | Delivered in person or virtually

SECTION 10

Experiential Learning and Design

Designing programming that reaches every learner in the room.

31 Experiential Learning Cycle and Multiple Intelligences

Participants learn to design youth programming that meets every learner. The session works through the experiential learning cycle from direct experience to reflection, generalization and application, and shows how multiple intelligences shape the way young people engage with the same content. Participants leave with activities and lesson designs that reach learners who do not respond to lecture and discussion alone.

FORMAT Half-day to full-day | 3.0 to 8.0 contact hours

BUILT FOR Direct service staff, educators, program designers | Delivered in person or virtually

SECTION 11

New Conference Sessions

Peer reviewed conference submissions, ready to deliver now to any organization that wants them first.

32 The Sustainable Leader: Self-Care, Boundary Setting, and Burnout Prevention NEW

Principals are asked to absorb the stress of an entire building while appearing steady. Participants examine how chronic stress shows up in their own decision making, calendar and adult interactions, then practice three tools built for the actual school day: a ninety-second reset that lowers reactivity before a hard conversation, a boundary script that protects time without withdrawing from staff, and a recovery plan organized around what restores. Submitted to the NAESP 2027 National School Leaders Conference.

FORMAT 60-minute conference session, expandable to 90 minutes and to a half-day for district teams | 1.0 to 3.0 contact hours

BUILT FOR Principals, assistant principals, aspiring leaders, district leadership teams | Delivered in person or virtually

33 From First Contact to Shared Decision: A Family and Community Partnership Playbook NEW

Most family engagement plans fail at the first contact rather than at the event, and the families furthest from the school are the ones who never receive it. Participants replace the event calendar with a four stage cycle: identify who is missing, design a two way first contact, build a decision structure where partners hold real weight, and measure whether anything changed for students. Submitted to the NAESP 2027 National School Leaders Conference.

FORMAT 45-minute conference session, expandable to 75 minutes and to a half-day | 0.75 to 3.0 contact hours

BUILT FOR Principals, family engagement staff, community partnership leads, district teams | Delivered in person or virtually

34 Trauma Shows Up Before It Is Named: Reading Behavior and Rebuilding Relationships NEW

Children rarely name trauma. They show it, in behavior that reads as defiance or shutdown, and adults who misread it escalate the response the child is bracing for. Participants learn a three question screen to run before responding, two in the moment responses that hold a boundary while keeping the relationship, and the repair language that follows a rupture. Submitted to the 2027 Illinois CASA Annual State Conference.

FORMAT 90-minute workshop, with a documented 75-minute cut | 1.25 to 1.5 contact hours

BUILT FOR CASA volunteers and staff, case managers, educators, direct service staff in child welfare | Delivered in person or virtually

35 The Parallel Process: Supervising Volunteers Who Carry Trauma Home NEW

Supervisors ask volunteers to sit with the worst material a case can hold, then absorb the aftermath themselves. Participants learn how secondary traumatic stress presents in volunteer behavior, a ten minute structured debrief that lowers load rather than reliving it, and a frame for the three supervision dilemmas that most often end in attrition. Submitted to the 2027 Illinois CASA State Conference.

FORMAT 90-minute workshop, with a documented 75-minute cut | 1.25 to 1.5 contact hours

BUILT FOR Program supervisors, volunteer managers, program directors, executive leadership | Delivered in person or virtually

GETTING STARTED

A no-risk conversation about your goals, your audience and your calendar

1. A written proposal with scope, fee schedule and delivery plan built for your team.
2. Materials adapted to your audience, dates confirmed, training delivered on site or virtually.
3. Fees confirmed in writing and varying with format, audience size and customization. Eligible nonprofit organizations receive a reduced rate.

Antonio Crane, CEO and Principal Consultant

Crane Consulting Ltd · How We Show Up

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