

Networks for Training

and Development, Inc. Events



... bringing ideas into action

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A Welcome from Our Executive Director...

Here we are again, starting yet another exciting year! You'll see in this catalog that some things are new, some are re-worked, a few are put aside for now, and some are re-issued from familiar activities of the past - back again by request. An analogy of life, I guess.

There are still struggles galore and much work yet to be done to realize true inclusion, employment first, equality and acceptance. But there are MANY successes, small wins, hard-to-believes, and almost miracles unfolding around us everyday. This gives us hope. This gives us strength. And this makes us very proud to be even a small part of these momentous changes in our world and in others' lives.

Networks is a part of this change and has been for a couple of decades now... in Philadelphia, in southeastern PA, across PA, and across the USA. Our reach and our touch expands with each new year and with each new partnership and collaboration. We learn and help all of our colleagues learn, too. We try and we push others to try as well. We sometimes fall short of our goals but we push each other to try again. And sometimes we reach and even surpass those goals into the realm of dreams.

Let's hear it for the future, and for all the learnings yet to come.

Partner with us.
Challenge us.
Teach us.
Learn with us.

The journey is sure worth it!

Shauna J. Roman
Executive Director
Networks for Training and Development, Inc.

Networks Unveiled!

Networks is best known for our various training sessions regarding disability issues. But we're also known more and more for our individualized work or consultation, our assistance to groups to think creatively in tough situations, collaborations and putting into practice real innovation, and pushing all of us well beyond where we even thought possible. We are known as innovators and not as push-overs. We like this!

Our mission is simple: Dedicated to promoting inclusive communities through quality training, consultation, and practice... simple yet very far-reaching. We try to live this every day in who we are, in our personal and professional commitments, and by offering varied service in seven (7) Areas of Expertise. These are:

- Employment for All!
- Technologies for Independence & Control
- Community & Organizational Development
- Personal Planning & Empowerment
- Inclusive Educational & Transition Supports
- Event Planning
- Wholistic Practices

Networks' staff is continually involved in professional development, increasing our individual and team knowledge and skills based upon personal interests, growing trends, and needs of others. Within our team is represented 15 undergraduate degrees, 12 advanced degrees, and 16 specific certifications. Our team also represents many perspectives, walks of life, and experiences that help us be well-rounded, sensitive, and knowledgeable in how to assist others. Get to know us or re-know us... and join us as we jump full force into the future!

Who we are....

Networks' Team!

Gerry Anderson Arango, Ed.D.	Michael Landes, M.Ed.
George Callaway	Rosa McAllister, M.Ed., ATP, R.M., L.M.T.
Jeremy Duke, R.M.	Joe Murphy, CESP
Suzanne Erb, M.S., CESP	Shauna Roman, M.S.
Stacey Figueroa, CESP	Michelle Sparling, M.Ed., CESP
Nancy Jo Geise	Jessica Stover, M.S., ATP, CESP
Doris Kalina	Andrew Vizquete
Diane Kehoe, M.S.	Linda Weihbrecht, B.S.N., R.N., L.M.T., C.C.A.P.

Networks' Associates!

Dana Bowser, M.S.W.	Beth McKeown, MS.Ed
Ramenta Cottrell, M.Ed., M.A.	Jennifer McKeown
Jim Gemmel	Marianne Melino, L.M.T.
Patricia Graves, BSN,RN-BC,CDDN	Beth Mount, Ph. D.
Tracy Katz, M.Ed., CESP	Alan Seese, C.P.A.
Tracy Lapreziosa, OTR/L	Jennifer Seybert, C.A.S., MS.Ed.
Jeffrey McCary, M.S.	Linda Ulinski, R.N.
Jennifer McCary, M.Ed.	Jennifer Williams, L.M.T.

Networks' Board of Directors!

Pat Amos, M.A.	Rosa McAllister, M.Ed., ATP, R.M., L.M.T.
Paul Bartolomeo, Jr., Esq.	Steve Nasuti
Michael Fitipaldi, CPA, MBA, ABV	Shauna Roman, M.S.
Ruth Landsman	Alyssa Ryan

Networks' Assistive Technology Advisory Committee!

Pat Amos	Martha Leary, M.A., CCC-SLP
Gerry Anderson Arango, Ed.D.	Rosa McAllister, ATP, RM, LMT
Beth Barol, Ph.D.	Beth McKeown
Donna Bouclier	Joe Murphy, CESP
Jim Conroy, Ph.D.	Shauna Roman
Liz DeVett	Ruth Seigfried
Suzanne Erb	Jennifer Seybert, C.A.S.
Judith Gran, Esq.	Graciela Slesaransky-Poe, Ph.D.
Matt Gromis	William Stillman
Anne Kalinoski	Jessica Stover, ATP
Moya Kinnealey, Ph.D., OTR/L	Tammy Thompson-Cooke, M.S., CCC-SLP
Tracy Lapreziosa, OTR/L	

Networks' Employment Advisory Committee!

John Butterworth, Ph.D.	Ruth Landsman
Michael Callahan	Rie Kennedy Lizotte
Diane Cashman	David Mank, Ph.D.
Julie Christensen, Ph.D.	Anne O'Bryan
Cesilee Coulson	Laura Owens, Ph.D.
Randy Dicks	Genni Sasnett
Nancy Jo Geise	Kathy Sykes
Rob Hoffman	

Networks' Wholistic Practices Advisory Committee!

Ramenta Cottrell	Jeff Petraco, R.N.
Judy Dotzman	David Pitonyak, Ph.D.
Helen Falguera	Holly Rizzo
Ginny Focht-New, RN, Ph.D.	Shauna Roman
Carol Frangicetto	Laura Schoenen
Patricia Graves, BSN, RN-BC, CDDN	Jessica Stover
Andrea Hill	Kathy Sykes
Susannah Joyce	Frank Tieri
Anne Kalinoski	Linda Tieri
Mary MacAvoy	Linda Weihbrecht, B.S.N., R.N., L.M.T., C.C.A.P.
Amy Nemirow, Ph.D.	Jennifer Williams
Denise Taylor Patterson	

...This Catalog!

We offer you this **Catalog** as a compendium of topics Networks can offer, an overall listing of possible topics per our various Areas of Expertise. Training sessions may be offered in several formats: face-to-face or online, further designed as:

Individual Sessions: These stand-alone events are offered to general audiences without prerequisites.

Series: These are typically a group of sessions with a shared focus/topic area. Participants are typically able to pick and choose from the offerings presented or choose to attend all.

Multi-Day Events: Multi-Day Events are singular events which take place over two or more days. Attendance at all days of these events is required for participants to obtain credit for attending the training.

Courses: Courses are a series of sessions around a topic area that are held over an extended time period. They are sequential and participants are required to attend all sessions within the course. Registration is for the entire course and is closed once the course has started. Courses typically have some level of work required by participants outside of the classroom to fulfill course objectives, and may provide a certificate upon successful completion.

All training topics in this Catalog will be presented by members of Networks' staff unless otherwise noted.

What This Means for You...

Some training topics listed in this Catalog may be offered this current fiscal year as part of a government's or organization's contract for a specific group. Some topics listed may be offered for a general audience at a fee to attend. Please check Networks' quarterly "Highlights" newsletter or online at our website (www.networksfortraining.org) for information on specific sessions being offered, specifics on format of

the training, and fees or other requirements for participation. Otherwise, please use this Catalog to get a better idea of how we might be able to assist you. All training topics listed here can be modified and customized to meet your needs.

As is specified in our mission statement, Networks provides consultation to individuals, groups, organizations, government offices, and communities. We also assist groups to bring into practice new innovative projects. Our seven (7) Areas of Expertise and the many specific training topics listed here can help you see our wide knowledge-base. Let us help you design individualized and practical assistance to actualize these topics in a person's life, a community group, or an organization.

For personal assistance or additional information about any of our trainings/ events, contact **Shauna Roman, Executive Director** of Networks, at shaunar@networksfortraining.org or **610.482.4920**.

Areas of Expertise & Course Descriptions

EMPLOYMENT FOR ALL!

...promoting employment as the first and best option for all people through direct assistance, training, mentoring, and larger systems development.

INDIVIDUAL EMPLOYMENT SESSIONS

EMP 100 Accommodations on the Job

Audience: Job-Seekers, Family Members, Employment Professionals, Educators, Supports Coordinators/Case Managers, and others who assist people to find and maintain employment

Description:

Having the right “tools” to do the job well is just as important as someone with the right skills. Job accommodations can be quick, easy, and inexpensive to support people to be effective and efficient in getting the job done.

TIE 100 The Art of Community Connections

(see page 26 - Inclusive Educational & Transition Supports)

EMP 101 Building a Career Portfolio

Audience: Job-Seekers, Family Members, Employment Professionals, Educators, Supports Coordinators/Case Managers, and others who assist people to find and maintain employment

Description:

Portfolios have long been a tool used in the artistic community. Come hear how this tool can be used to demonstrate skills to a potential employer in a non-traditional way.

EMP 102 Career Development

Audience: Job-Seekers, Family Members, Employment Professionals, Educators, Supports Coordinators/Case Managers, and others who assist people to find and maintain employment

Description:

Brainstorm creative approaches to matching gifts to possible career paths. Learn how various tools such as vocational profiles, situational assessments, and environmental inventories can help you and the people you support find direction and plan for the future.

TIE 102 Creating Vision Boards and Books

(see page 26 - Inclusive Educational & Transition Supports)

EMP 104 Employment 1st! On The Front Lines!

Audience: Job-Seekers, Family Members, Employment Professionals, Educators, Supports Coordinators/Case Managers, and others who assist people to find and maintain employment

Description:

So you have heard of Employment 1st. Now come and dig deeper into what "employment is the preferred and desired outcome for individuals with disabilities" truly means.

EMP 105 Entrepreneurship - A Celebration of Successes!

Audience: Job-Seekers, Family Members, Employment Professionals, Educators, Supports Coordinators/Case Managers, and others who assist people to find and maintain employment

Description:

Join us as we explore current trends and innovative approaches to entrepreneurship. This session is presented through conversations with entrepreneurs who share their stories of success and how employment and being a contributing member of the community can be life changing!

TIE 103 Exploring My Future Career Path

(see page 26 - Inclusive Educational & Transition Supports)

EMP 106 Getting to Know You: Discovering Unique Gifts, Talents and Passions that Lead to Employment!

Audience: Job-Seekers, Family Members, Employment Professionals, Educators, Supports Coordinators/Case Managers, and others who assist people to find and maintain employment

Description:

Join us as we explore together how to discover each individual's interests, preferences, and gifts that become the keys to successful job development. Various tools will be shared to create "out-of-the-box" opportunities for everyone including job-seekers.

EMP 107 Job Coach Retreat

Audience: Job Coaches, Employment Specialists, and others who provide on-the-job support and training

Description:

A time to catch your breath, reflect, re-energize and re-charge your batteries! Job coaches perform an essential role in supporting individuals in reaching their goals. For job coaches to be successful, they need to take care of themselves and set their own goals as well. Coaches will leave this retreat time with a renewed energy for their work and their own individualized goals to move forward.

EMP 108 Making Employment Happen!

Audience: Job-Seekers, Family Members, Employment Professionals, Educators, Supports Coordinators/Case Managers, and others who assist people to find and maintain employment

Description:

This session explores current trends and innovative approaches to customized supported employment.

EMP 109 Ongoing Natural Supports!

Audience: Job-Seekers, Family Members, Employment Professionals, Educators, Supports Coordinators/Case Managers, and others who assist people to find and maintain employment

Description:

Join us as we explore the importance of natural supports to success on the job. Learn how to develop a systematic plan for fading paid supports, while supporting the development of on-the-job connections that can lead to job independence and success.

EMP 110 Teaching and Learning in the Community

Audience: Job-Seekers, Family Members, Employment Professionals, Educators, Supports Coordinators/Case Managers, and others who assist people to find and maintain employment

Description:

Explore effective teaching strategies and techniques that support people to learn the essentials of their job while encouraging the development of natural supports. Individuals are encouraged to attend and share what works for them.

EMP 111 Understanding Employer Needs and Building Employer Relationships

Audience: Job-Seekers, Family Members, Employment Professionals, Educators, Supports Coordinators/Case Managers, and others who assist people to find and maintain employment

Description:

No one said that job development is easy! Join us as we consider how identifying and meeting the needs of employers can enhance job developing in the current economy. Through the use of informational interviews, guided questions, and interest-based negotiation learn how to build rewarding business relationships with employers to create win-win opportunities.

EMP 112 Discovery Immersion Day

Audience: Job-Seekers and their teams (Family Members, Employment Professionals, Educators, Supports Coordinators/Case Managers, and others who wish to assist job seekers in reaching their goals.)

Description:

This customizable interactive workshop will immerse a job seeker and their team in the discovery process, not only brainstorming ideas on paper, but engaging in strategic community exploration in areas of interest as well. Individuals and their teams will leave at the end of the day with a plan for further exploration and specific action steps to assist in job development.

EMP 113 Job Development Immersion Day

Audience: Job-Seekers and their teams (Family Members, Employment Professionals, Educators, Supports Coordinators/Case Managers, and others who wish to assist job seekers in reaching their goals.)

Description:

This customizable interactive workshop will immerse a job seeker and their team in the job development process, customizing the experience to meet the needs of each unique individual. Teams will engage in strategic community exploration and make initial contacts with employers as appropriate. Individuals and their teams will leave at the end of the day with a customized plan for job development and a strategic list of employers to head start the job finding process.

EMPLOYMENT SERIES

EmployStat Series

EMP 200 EmployStat Introduction and Overview

Audience: Job-Seekers, Family Members, Employment Professionals, Educators, Supports Coordinators/Case Managers, and others who assist people to find and maintain employment

Description:

Join us as we learn the importance of Employment 1st! and the role of data in promoting improved employment outcomes. This session includes an introduction to the origins and development of EmployStat, a web-based data system for tracking of supported employment outcomes, and the many ways data can be used to benefit systems in meeting their employment objectives.

EMP 201 *EmployStat Orientation*

Audience: New EmployStat Users/Stakeholders

Description:

This session provides an introduction to the features of EmployStat, along with a walk-through of its features and discussion around data entry requirements.

EMP 202 *EmployStat Refresher / Workshop*

Audience: Existing EmployStat Users

Description:

This session provides users with information about updates/new features of the system, and provides opportunities for user Q and A. Users will also be assisted in improving the accuracy of their reporting.

Promoting Employment

EMP 203 *The Employment Forum*

Audience: Supported Employment Providers/Directors, Supports Coordinators, Family Members, and others

Description:

The Employment Forum is an opportunity for Employment Providers, Supports Coordination Organizations, OVR, and School District of Philadelphia representatives to come together monthly to share ideas and discuss current trends and issues that pertain to the employment of the individuals we mutually serve. We encourage you to join us for these interactive sessions.

EMP 204 *Creating Welcoming Environments*

Audience: Employers/Business Owners ONLY session

Description:

Join us as we explore how to create an accommodating environment for employees and customers that is accessible and welcoming to people of all abilities. Included will be Americans with Disabilities Act (ADA) myths and facts, along with some quick and easy solutions you can use right away to remove potential barriers.

EMP 205 *Sourcing Qualified Talent*

Audience: Employers/Business Owners ONLY session

Description:

Learn the many ways to increase your business' bottom line by diversifying your workforce. Get the facts and dispel the myths about ADA and Vocational Rehabilitation Act Section 503 regulations as they relate to hiring people with disabilities.

EMP 206 Supports Coordinators' Resources for Promoting Employment

Audience: Supports Coordinators, Case Managers, SC Supervisors

Description:

This session provides an educational and interactive discussion about the role of Supports Coordinators in promoting employment. Participants will have a unique opportunity to dialogue with other SCs / Case Managers, brainstorm creative solutions, and share success stories with others in the same shoes.

EMP 207 The Exchange

Audience: Employment Specialists, Job Coaches, Job Developers, and other employment professionals.

Description:

The Exchange is a facilitated group that provides a structured opportunity for front-line employment specialists and other employment supporters to discuss topics relevant to contemporary employment practices that support employment for all. We welcome supporters of both the IDS and DBH systems as an opportunity to collaborate, share resources, and bring our world's together.

Employment "Hot Topics" Series

EMP 208 Creative Job Development

Presenter: Rick McAllister

Audience: Job-Seekers and their teams (Family Members, Employment Professionals, Educators, Supports Coordinators/Case Managers, and others who wish to assist job seekers in reaching their goals.)

Description:

Let's get creative! Relationship building and customized employment are essential to employment development. Knowing the customer (in this case, the employer) is the focus of this highly interactive and eye-opening session. Discussion, approaches, and "take-with-you" strategies are woven throughout the session for involving all levels of your agency in an effective employment development process.

EMP 209 Creating Meaningful Days

Presenter: Genni Sassnett

Audience: Job-Seekers and their teams (Family Members, Employment Professionals, Educators, Supports Coordinators/Case Managers, and others who wish to assist job seekers in reaching their goals.)

Description:

Learn what a successful community-based day service can and should do for participants, including: act as a pathway for community integrated employment; provide "wrap-around" support for those

seeking employment, or for those who require additional support; provide retirement support for those past working age, serve as the best / most functional approach for people to acquire new skills, support relationship development between people with disabilities and their non-disabled peers, and change society's perception of people with disabilities through the valuable contributions they are able to make in their communities and beyond.

EMP 210 *The Real Deal for Employment for Self-Advocates*

Audience: Self-Advocates, Job-Seekers and their Support Team

Description:

Lots of people are talking about employment for people with disabilities. But, what are the facts? How much do we already know? Join us for an informative, interactive discussion.

EMP 210 *Keys to Job Development Success for the Slightly Skittish*

Audience: Job-Seekers and their teams (Family Members, Employment Professionals, Educators, Supports Coordinators/Case Managers, and others who wish to assist job seekers in reaching their goals.)

Description:

Best practices in employment supports today requires creative ways of looking at job development. Some people love it and seem to just have the knack for finding jobs and some find it difficult or even uncomfortable. This session is for employment supporters who get sweaty palms and feel their heart racing when they are about to speak to an employer. Don't worry! We build you up with the tools you need to succeed!

Employment Webinar Series:

EMP 212 *Assistive Technology (AT) & Employment*

Audience: Everyone!

Description:

Part of our Online University Offerings, this is a series of bi-monthly webcasts (previously recorded) exploring the myths and realities about what assistive technology on the job looks like, and the impact it can have on employees to make the workplace more productive. Included are sessions describing what AT is, how to find and fund needed accommodations, and the "softer" side of AT - how to support employees who need assistive technology. Throughout the series we will also hear actual employees relating their experiences of using AT on the job.

MULTI-DAY EVENTS

EMP 300 Job Development Immersion

Audience: Employment Professionals, Job Developers and others responsible for developing and securing employment for individuals with disabilities

Description:

This two-day intensive immersion event will go beyond the basics to a deeper level, diving into all areas of job development for people with disabilities with hands on development in the community.

EMP 301 Jump-Starting Your Career – Career Planning Workshop

Audience: A focus person who is interested in developing gainful community employment will attend along with a team of people who know them best

Description:

Are you looking for your first job or considering a career change? Do you want to explore ways to share your gifts AND earn a paycheck? Join us for a Career Planning Workshop. This 15-hour event, held over five half-days, is geared towards energizing and supporting teams in taking the next steps towards career and employment development.

COURSES

EMP 400 ACRE Certificate: Supported Employment 101

Audience: Supported employment professionals and others who have a responsibility of finding and supporting employment for individuals with disabilities, and are seeking ACRE certification

Description:

This 44-hour, eight-session ACRE certificate Course is offered as an introduction to the basic concepts of employment of individuals with disabilities with an emphasis on current best practices. Attendance at all eight sessions is required. Certificates will only be issued when all Course requirements are met.

Individualized field work and mentoring occurs during each week of the course for approximately one hour per participant. Fieldwork is customized for each participant, keeping in mind specific individuals being supported while also being aware of the necessity of person-focused hours of service. Each participant will complete a customized project related to their specific areas of interest. Involvement in this Course requires personal and organizational commitment.

TECHNOLOGIES FOR INDEPENDENCE & CONTROL

...exploring innovative and easy ways to be more independent in life, whether at home, work, school, or play.

INDIVIDUAL ASSISTIVE TECHNOLOGY SESSIONS

AT 100 A Switch? A Switch? What is a Switch?

Audience: General Audience

Description:

Switch access can open the door to greater independence, choice and control – from turning on a TV to telling a joke and so much more! Join us in learning more how switch access can create accessible environments and lead to a more active life!

EMP 100 Accommodations on the Job

(See Page 9 - Employment for All!)

AT 101 Building a Communication Rich Environment

Audience: General Audience

Description:

Opportunities take shape everyday for rich interactions, but we don't always see them. Join us in learning about tools and systems you can use TODAY to more fully include everyone's communication!

AT 104 Everyone Communicates!

Audience: General Audience

Description:

This enlightening and highly interactive workshop is open to all who are interested in expanding their knowledge of Assistive Technology (AT). Discussions will include: What communication really is and the issues that surround all of us as well as how everyone communicates regardless of their "diagnosis" or "level of functioning".

TIE 105 Increasing Educational Inclusion Through AT
(see page 27 - Inclusive Educational & Transition Supports)

AT 105 Listening Differently With All of Our Senses

Audience: General Audience

Description:

We have five senses... did you know that we can and do use all of these senses to "hear" communication around us all the time? Join in a highly interactive session to explore this further and tap into all of your "listening" senses!

WP 101 Living With Dignity and Independence Symposium (see page 30 - Wholistic Practices)

AT 106 Using Apps...

Audience: Tablet and Smartphone users and interested others

Description:

So many apps, so little time! Come learn about some of our favorite apps currently available on the market, and discover what apps are already built into today's tablets for use anywhere.

AT 107 Which Tablet is Right for You?

Audience: General Audience

Description:

iOS, Android, Windows, and more! Let's face it, there are a LOT of tablet options. What considerations need to be made when choosing which could work the best for you or someone you know? Join us and the discussion!

ASSISTIVE TECHNOLOGY SERIES

AT Distance Learning Series

AT 201 Computers, Universal Design, and Web Accessibility

Audience: General Audience

Description:

Explore with us the wonderful world of computers — how they can almost magically make interactions possible for many but only if we first understand the basics of "universal design". In this session, we will apply this concept to how learning can be rethought, how simple adaptations can make computers better used by everyone, and what accessibility means "on the web" and in the devices we use.

AT 202 Positioning, Seating, and Mobility Options

Audience: General Audience

Description:

Today so many options are readily available for us to be more mobile, to be an active part of life, and to be seen as independent and involved. But first we must learn a bit about how positioning, trunk stability, and general seating effects all of us. And from there we need to become more aware and educated to the many options readily available. Learn the basics and witness the effects!

AT 203 Who We Are, How We Perform, and How Others Perceive Us: The Impact of Perceptual, Cognitive, Psychosocial, and Motor Differences

Audience: General Audience

Description:

The idea of “normal” often determines how others see us, shapes our interactions with others, and greatly effects the patterns and outcomes of our life. We are gradually rethinking “normal” and what possibilities are open for all.

AT 204 AT “Think-In”

Audience: General Audience

Description:

Join us for a unique opportunity to be part of a facilitated group discussion surrounding AT (assistive technology) and related areas of support / interest. “Think-In” participants come together via a monthly conference call to discuss “hot” new topics in the world of AT; explore the various ways people may express themselves differently; and discuss how we may support everyone to raise their voice, be heard by all, and live their best life. This monthly call-in session provides the benefit of connecting with others, without the need for travel!

MULTI-DAY EVENTS

AT 302 Matching the Person to Technology

Audience: For those interested in ensuring a good match between people and the assistive technology they use

Description:

Making a good match between people and the Assistive

Technology they use is key to its' success. This session offers strategies and techniques for ensuring a good match between technology and the person, while truly including the person in the selection process!

COURSES

AT 400 *The Communication Mentors' Course™*

Audience: Anyone who has experience supporting at least one person directly who has difficulty communicating, is perceived as being "non-communicative", or uses some form of Assistive Technology (AT) to be more independent in their life. Participants are also expected to have the desire and necessary support to develop a role as a Communication Mentor within their organization, other organizations, or in their personal life to assist others to be better heard, understood, and live more independently.

Description:

This well-known and respected nine-month course is designed to help build capacity and increase the many ways we can all help others be heard and live more fully! Through a combination of informative didactic learning, varied instructors from many fields and walks of life, lots of real world experiences, and gentle coaching you will learn how to better open up yourself to "hear" others, become more aware of simple accommodations and adaptations that may already exist around you, and discover Assistive Technology (AT) that can increase others' independence in living. And along the way, you can help mentor and assist others to learn, too!

COMMUNITY & ORGANIZATIONAL DEVELOPMENT

...building more effective leaders and groups using innovative techniques and creative tools.

INDIVIDUAL COMMUNITY & ORGANIZATIONAL DEVELOPMENT SESSIONS

ORG 100 The Leadership Challenge®: Uncover Your Leadership Potential

Audience: Supervisors, Managers, and all aspiring leaders

Description:

Based on the internationally recognized “five practices” of exemplary leadership by Posner and Kouzes. Join in a one-day workshop to uncover your leadership potential!

ORG 101 Succession Planning

Audience: Executive Directors, Managers, Board Members

Description:

Are you interested in building an intentional legacy and succession plan for your organization? This session provides an overview and framework in order to develop an organizational succession plan that meets your unique needs.

ORG 103 Walking the Walk as a Learning Organization

Audience: Managers, Supervisors, and Teams

Description:

This course explores proven strategies to create a more participative organizational culture. Through reviews and reflection of traditional work environments, participants will learn how to apply more modern and inclusive approaches within both their professional and personal lives.

ORG 104 Photography 101

Audience: General Audience

Description:

Capturing and sharing unforgettable moments of our personal and professional lives has become easier with the advent of more user-friendly technology, but for many, making *great* digital images on a consistent basis with our smartphones and tablets remains a challenge and a source of frustration. This workshop will highlight some easy-to-learn strategies, tools, and “pro-tips” that will enhance and improve the images we create for a variety of audiences and uses.

COMMUNITY & ORGANIZATIONAL DEVELOPMENT SERIES

Grant-writing Series

ORG 200 Getting Funded

Audience: General Audience

Description:

Throughout this series participants will explore a variety of alternative funding sources. Sessions will also provide resources and strategies for diversifying and enhancing your organizational funding.

MULTI-DAY EVENTS

PPE 301 Developing Your Professional Self (see page 24 - Personal Planning & Empowerment)

ORG 300 Trainers' Boot Camp

Audience: Trainers, Staff Development Personnel

Description:

If it's been a while since you've had the "basics" of how to train others, then this course is perfect for you! This highly interactive course will explore ways to keep participants engaged, learn about accessible teaching strategies, and earn another stripe as a training professional.

ORG 301 Camp Leadership

Audience: Groups interested in increasing their outcomes

Description:

Facilitated in an interactive retreat-style, Camp Leadership provides an informal yet productive opportunity to increase individual and group effectiveness.

ORG 301 Building Stronger Teams

Audience: Trainers, Staff Development Personnel

Description:

This three-part series is aimed on developing your effectiveness in team environments. If you're struggling with a particular team, or looking to refresh your skill set as a team member, this is the series for you! Two hours of individualized technical assistance is available to those completing all three sessions.

PERSONAL PLANNING & EMPOWERMENT!

...utilizing Person Centered Planning and life coaching tools to assist people to become more in charge of their own lives.

INDIVIDUAL PERSONAL PLANNING & EMPOWERMENT SESSIONS

WP 110 Beyond "Care" in Personal Care
(see page 31 - *Wholistic Practices*)

PPE 100 Facilitating Storytelling
Audience: General Audience

Description:

Storytelling can enhance learning experiences and lead to powerful insights. It is the real deal, and builds connection and understanding. Join us as we explore simple strategies to facilitate and capture the stories that help bring meaning to our work.

TIE 102 Creating Vision Boards and Books
(see page 26 - *Inclusive Educational & Transition Supports*)

WP 101 Living With Dignity and Independence Symposium
(see page 30 - *Wholistic Practices*)

WP 103 Mind, Body, and Spirit Connection
(see page 30 - *Wholistic Practices*)

PPE 101 Self-Advocate Summit
Audience: Job-Seekers, Family Members, Friends/Supporters

Description:

A series especially for Self-Advocates to learn, discuss, and share about employment and other issues that impact daily life.

TIE 202 Supporting Self-Determination Using Person Centered Planning
(see page 28 - *Inclusive Educational & Transition Supports*)

PERSONAL PLANNING & EMPOWERMENT SERIES

Renewing the Soul of Our Work Series

PPE 200 The Impact of Trauma: It's Not Over 'Til It's Over

Presenters: *Beth Barol, Ph.D. and Ginny Focht-New, Ph.D.,
PMH-CMS, BC, CDDN*

Audience: General Audience

Description:

Developed to help us understand what trauma is, the prevalence in the general community and even more so in the disability community, this session explores the common signs and symptoms of traumatization, and offers an understanding of traumatic events and their consequences. Information and resources will be shared about various alternative and complementary treatments that have been known to assist in building further coping strategies and increased healing.

MULTI-DAY EVENTS

PPE 300 Dream-catching - Creating A Life That You Love!

Audience: This session is designed for a focus person and their team of supporters

Description:

Join us for a fun workshop which just may be the first step in your new life! Bring along several of your friends, family members, and supporters to help you plan a possible new future based upon your hopes, your dreams, your goals, and the support you'll need to get there.

EMP 301 Jump-Starting Your Career - Career Planning Workshop

(see page 16 - Employment for All!)

PPE 301 Developing Your Professional Self

Audience: General Audience

Description:

A series specifically designed for those who have a desire to build upon their current skills and perhaps learn some new ones along the way to create a new version of you!

COURSES

PPE 400 Person Centered Planning Trainers' Training

Audience: All who are looking for more information and strategies about assisting people to take more control of their lives, services, and issues. Since the Course is a trainers' training, it is expected that participants will take information, resources, and practical experience back to their groups and organizations to build capacity through training and assistance to others.

Description:

Person Centered Planning was introduced to the human service field in the early 1990's and turned the field around by helping people voice their dreams and hopes, fears, and issues. It also placed for the first time real control in the hands of the people being served. Many years later, we find many who are practicing this but really don't know its roots or basis. This trainer's training will reflect on current understanding, beliefs, and practices which impact our ability to assist in authentic Person Centered Planning. This course will provide an in-depth review of the history, true philosophy, foundational principles and various formats of Person Centered Planning. Participants will have ample opportunities to gain skills and confidence through practice, simulation, and reflection.

PPE 401 Personal Empowerment and Leadership for Youth Trainers' Training

Audience: All who are interested in supporting youth empowerment, leadership, and future planning! Since the course is a trainers' training, it is expected that participants will take information, resources, and practical experience back to their groups and organizations to build capacity through training and assistance to others.

Description:

A trainer's training for participants to think, re-think, re-learn, and push others to recognize true self-advocacy and empowerment. The series is specifically geared towards work with youth across all systems that are planning for their transition from school to adult life. Involvement in this Course requires personal and organizational commitment.

INCLUSIVE EDUCATIONAL & TRANSITION SUPPORTS

... teaching, mentoring, and assisting young people to work towards inclusion in school, work, and life in general.

INDIVIDUAL INCLUSIVE EDUCATIONAL & TRANSITION SUPPORTS SESSIONS

TIE 100 *The Art of Community Connections*

Audience: General Audience

Description:

For most of us community means the place where we are known, where we are comfortable, where “everybody knows your name”! It is also the place where we participate, make a contribution, and feel connected. Come and join us as we explore ways for people to build connections in their own neighborhoods!

TIE 101 *Developing Inclusive Lesson Plans and Activities in the Classroom*

Audience: Educators, Faith-Based Communities, and others who provide education to children and youth

Description:

Join us as we explore the development of lesson plans that work toward creating welcoming, inclusive places for all children to learn together.

TIE 102 *Creating Vision Boards and Books*

Audience: Anyone ready to dream!

Description:

Vision boards and books are creative ways to visually capture interests, passions, and dreams. It is said that a picture is worth a thousand words, so why not have some fun and express yourself in a different way? Through the use of the Internet, photos, magazines, books, and more, this hands-on session will not only be fun, but facilitate setting of goals and developing a plan for the future.

TIE 103 *Exploring My Future Career Path*

Audience: Students in 7th - 9th grades

Description:

You may believe it is too early to begin thinking about your future career, but that is not so! Now is the time to begin exploring

your career interests through group activities and Internet exploration, while developing your own personal Career Exploration Guide.

TIE 104 Including All Kids!

Audience: Families / Friends, Advocates, Educators, and interested others

Description:

Ensuring the inclusion of all children in our schools and communities is a challenge we should all accept. Join us for a discussion of simple strategies we can use to make inclusion a reality!

TIE 105 Increasing Education Inclusion through AT

Audience: Families / Friends, Advocates, Educators, and interested others

Description:

Assistive Technology (AT) can assist us in overcoming barriers to inclusion in schools and other educational spaces. Join us for available technologies - from low-tech to high-tech solutions.

TIE 106 Setting an Expectation of Work with Young Children

Audience: General Audience

Description:

Improving employment outcomes for our young people starts early in their educational lives. Join us for a discussion of how to develop an expectation of work for our children and youth.

TRANSITION & INCLUSIVE EDUCATION SERIES

What's the Scoop? Series

TIE 200 Transition 101 - What Do I Need to Know?

Audience: Family Members, Friends, and Advocates

Description:

What do I need to know? There seems to be so much information out there to know to support your child in special education – how can we prioritize what we need to know? This session outlines those areas that are most important in supporting your child through school.

TIE 201 Steps Towards Self-Determination

Audience: Family Members, Friends, and Advocates

Description:

What is self-determination and why should we care? This session examines the importance of self-determination in the lives of our children, and how to teach and support our children through the five steps to empowerment.

TIE 202 Supporting Self-Determination Using Person Centered Planning

Audience: Family Members, Friends, and Advocates

Description:

Person Centered Planning, through circles of support, gives a voice to our children in their educational and personal lives. This session explores the link between Person Centered Planning and acquiring self-determination skills. We will provide you with the tools you need to create your own circle of support.

TIE 203 Goals and Assessments: What Does It All Mean?

Audience: Family Members, Friends, and Advocates

Description:

This session will focus on how to develop realistic achievable goals using traditional assessments in partnership with other tools to support your child in transition.

TIE 204 Pulling It All Together for Successful Transition

Audience: Family Members, Friends, and Advocates

Description:

Join us as we outline those areas necessary to support children in a seamless transition. Participants will also join in a discussion on financial planning strategies to support children through their future.

MULTI-DAY EVENTS

PPE 300 Dream-catching - Creating A Life That You Love!
(see page 24 - Personal Planning & Empowerment)

TIE 300 Soaring Into Your Future - The Transition Planning Project

Audience: Family Members, Friends, and Advocates

Description:

This workshop helps students and their teams plan for life after high school! Throughout the four sessions participants identify directions for transition to adult life including employment after high school. Students can expect to leave with a vision for their future, action steps to direct the development of meaningful IEP goals, and a Career Portfolio that can be used to shape transition activities inside and outside of school.

COURSES

PPE 401 Personal Empowerment and Leadership for Youth Trainers' Training

(see page 25 - Personal Planning & Empowerment)

WHOLISTIC PRACTICES

...to better connect with ourselves through body and energy work towards more healthful and confident lives.

INDIVIDUAL WHOLISTIC PRACTICES SESSIONS

WP 100 A Fun Day of Caring, Sharing, Healing
Ourselves and Others / Relaxation Day

Audience: General Audience

Description:

This is a fun day of mini-treatments, demonstrations, lessons, and learnings for how we all can take better care of ourselves and others.

WP 101 Living With Dignity and Independence
Symposium

Audience: General Audience

Description:

This day brings together many groups interested in the topic of aging well – highlighting healthful living, assistive technology, personal planning, and more.

PPE 200 The Impact of Trauma: It's Not Over 'Til It's Over
(See Page 24 - Personal Planning & Empowerment)

WP 103 Mind, Body, and Spirit Connection

Audience: General Audience

Description:

In order to care for others we must care for ourselves first! This session will give participants some ideas about how the mind and body are connected and some helpful hints about easily accessible tips for dealing with difficult moments without letting them overwhelm you. A variety of complementary practices will be explored.

WP 104 Finding Your Energy and Learning How to Use It

Audience: General Audience

Description:

"Energy" is all around us and we all are aware of it in many ways.

Learn how to recognize it more as well as ways to utilize it for yourself and others.

WP 105 *Keeping Joy in Our Work*

Audience: General Audience

Description:

Re-focus yourself, remember your early ideas about work, and why this work is so important.

WP 106 *Gentle Healing Practices for You and Your Pet*

Audience: General Audience

Description:

Learn various easy and helpful practices for assisting your other loved ones, your pets.

WP 107 *Use of Crystals in Healing and Self-Care*

Audience: General Audience

Description:

Many beautiful gems and stones are well-known to provide various properties in healing. Come learn their many uses.

WP 108 *Singing Bowls*

Audience: General Audience

Description:

Come to learn and understand the use of "singing bowls" to promote stress reduction, peace, tranquility, and healing.

WP 110 *Beyond "Care" in Personal Care*

Audience: General Audience

Description:

A workshop to help care givers and people with disabilities to better understand and express their sometimes conflicting roles, needs, and ways of working together.

WP 111 *Mindfulness Meditation*

Audience: General Audience

Description:

Demonstration and information on various modes of meditation, its' well-documented benefits, and ways to easily incorporate it into your daily life.

WP 112 Aromatherapy 101

Audience: General Audience

Description:

The use of plants, herbs, and essential oils has been a common practice for thousands of years. Many of us know firsthand the calm a lavender candle brings to us or the clarity sniffing peppermint can bring. But there are many other herbs and flowers that can assist us in many other ways, too. Join this fun session learning about the easy way to effect your mood, attitude, and health through wonderful scents!

WP 113 Taking Care of Ourselves

Audience: Everyone!

Description:

We're all so busy... with work, family, friends, and just life. So many people are expecting a lot from us, our lives are stressful, we are underpaid, and we live in a demanding world. This fund workshop will teach you ways to take a breath, help you learn some simple strategies, and try our some fun techniques. Laugh, sigh, breathe, and begin again!

WP 114 The "M" Technique®

Audience: Everyone!

Description:

Touch is one of the basic forms of communications, yet many of us are afraid to touch those who need it most. The "M" technique® is a simple method of structured touch. It is different from massage, and can be learned in a weekend. Anyone can learn the "M" technique® - it is suitable for caregivers, family members, volunteers, and friends as well as nurses and doctors. The "M" Technique® course is accredited by FHT (Federation of Holistic Therapists) and CThA (Complementary Therapists Association) for CPD credit and is insured by Balens Ltd.

WP 115 The Healing Circle

Audience: Everyone!

Description:

Are you struggling to keep your footing in this swirling world of change, trying to keep your positive energy up, bring increased focus to your own wellness, have a special intention you'd like

others to help lend their good thoughts to? Or do you want to take a few minutes to breathe with other like-minded friends?? Please join us each 1st Monday of the month as we share a brief 20 minute meditation together.

WP 116 *Many Ways to Offer a Healing Hand*

Audience: Everyone!

Description:

The holidays - and life - can be stressful... but there are many ways that we can support & take care of ourselves as well as others in our lives. Touch is a powerful but albeit rare commodity. We offer you, in this session, a variety of ways we can decrease stress and increase wellness, joy, and happiness through the power of touch for ourselves and those around us. Come learn what you can do and learn some techniques that you can practice and use.

WP 117 *25 (and more) Easy Ways to Take Care of Yourself & Others*

Audience: Everyone!

Description:

Life is busy, fast, and we're always on the go. How can we better take care of ourselves while also supporting others in our lives? How can we stay centered, present, and keep our stress levels to a "dull roar" or even non-existent? This session will provide some tips, tricks, and easy ways everyone can put into action today to live a more healthful and centered way of being!

WHOLISTIC PRACTICES SERIES

Reiki Series

WP 300 *Reiki I*

Audience: General Audience

Description:

This session, held over two days, teaches beginning steps in the use of Reiki, an energy work modality to treat the whole person and to create a sense of relaxation, peace, security, and well being.

WP 301 Reiki II

Audience: Reiki Level I practitioners who have been actively practicing for a minimum of four months

Description:

Continue your journey as a Reiki practitioner with Level II — learning and awakening increased healing skills, distance healing, and more! This session is held over two days.

Wholistic Practices Professional Series

WP 302 Including ALL People in Your Bodywork Practice

Audience: Massage therapists and bodywork practitioners

Description:

Join us for general tips on expanding your practice and your skills to include all potential customers.

WP 303 Massage, Bodywork, and Disability

Audience: Massage therapists, bodywork practitioners, care givers, staff, and nurses

Description:

More specific information regarding how massage, bodywork, and energy work can be used to assist people with various disabilities.

..... Meet the Networks' Team

[Gerry Anderson Arango, Ed.D.](#) is the mother of two young adults and a professor of education at Holy Family University in Philadelphia. She also writes and presents professionally on topics in special education, inclusion, transition, and person-centered planning, including a memoir entitled, *"What Would Nola Do? What My Mother Taught Me about Showing Up, Being Present and the Art of Caregiving"* (available on [Amazon.com](#) and through the publisher at [www.store.silverxord.com](#)). Gerry also has a blog entitled "Down Gluten. Down Lactose. Down Syndrome (A Search for Good Eats & a Little Enlightenment in the Midst of Dietary Restrictions and Other Stuff)" at [downglutenlactose.wordpress.com](#). Gerry assists Networks with various projects including the Communication Mentors' Course, transition related trainings, and Community Bodywork Clinics. Email Gerry at [gerrya@networksfortraining.org](#).

[George Callaway](#) is the Senior Clerical Specialist at Networks for Training and Development, Inc. He has been working for Networks since 1992, having worked at Networks longer than any other employee! First and foremost, George is most proud of his love of traveling around the city of Philadelphia, especially on SEPTA (public transportation system). He has a knack for making friends around town and loves showing others how to get almost anywhere. At Networks, George puts together training packets, makes copies, and maintains the evaluation database for Networks' many training activities. George also facilitates or assists several training sessions about his work, his passions, and his many areas of brilliance! He has presented nationally and is an active member of Speaking for Ourselves, a self-advocacy organization in PA. George is the Co-Chairperson of the Public Awareness Committee for Philadelphia Department of Behavioral Health / Intellectual disAbility Services. He enjoys taking trips and joining his co-workers at many retreats and conferences, including Milwaukee, Baltimore, Pittsburgh and the New Jersey shore. Don't be surprised if you see George around town! Email George at [georgec@networksfortraining.org](#).

[Jeremy Duke, B.S., R.M.T.](#) stumbled into Reiki in 2000, and it has been part of his daily life ever since. He has worked with residential providers for ID as direct care, trainer and management since 2000. He completed the Usui Reiki Master training in 2004 and Karuna Reiki Master training in 2006. Jeremy has assisted with Reiki workshops at local venues in the past, and in 2015 began working with Networks, Inc. to provide accessible Reiki services to the community. Email Jeremy at [jduke@sharedsupport.org](#).

[Suzanne Erb, M.S. CESP](#) brings to Networks over 25 years of work experience in the disability and welfare to work fields. With an M.S. in Counseling Psychology from the University of Pennsylvania, Ms. Erb has not only counseled both disabled and non-disabled job seekers, but has also supervised others in those fields. Her most recent positions have been with JEVS Human Services and Abilitech. In her role as an advocate, Ms. Erb has been Chairperson of the City of Philadelphia Mayor's Commission on People with Disabilities. She currently serves as the Secretary of the Board of Directors of the Tenants Union Representative Network, and also serves as the Secretary for the Board of Directors of the Disability Rights Network of Pennsylvania. She also serves on the Pennsylvania Institute on Disabilities Consumer Advisory Council, and was recently elected the Vice Chair for the CAPABOL special interest group of RESNA. As a blind person, Ms. Erb uses assistive technology both personally and professionally. She uses both Windows and Mac operating systems, and provides consultation around universal design and accessibility. Suzanne also provides technical assistance to students at the University of Pennsylvania and Washington University. Email Suzanne at suzannee@networksfortraining.org.

[Stacey Figueroa, CESP](#) is the Special Events Coordinator at Networks for Training and Development, Inc. She joined the Networks' team in August 2008. Prior to this, Stacey worked in various non-profit children's programs, including environmental education, health and wellness programs, and summer camps. At Networks, Stacey's tasks have included providing employment support to individuals on the job, organization of the Assistive Technology library, and helping out where needed. Stacey is a graduate of the Communication Mentors' Course. She has continued to work with the community of Mentors to help promote the belief that "Everyone Communicates". In May 2013, Stacey graduated from Cabrini College with a Bachelor's degree in Liberal Arts. In her free time, she has many passions that include children, outdoor activities, photography, and various travel adventures. Email Stacey at staceyf@networksfortraining.org

[Nancy Jo Geise](#) is the Augmentative and Alternative Communication (AAC) Liaison at Networks for Training and Development, Inc.'s Northcentral PA office, joining the team in April 2009. Nancy Jo enjoys working with the communication devices and Assistive Technology. She was a guest speaker on WKOK radio for a feature story on the Communication Mentors' Network and the positive effects communication devices can have for people with disabilities. She is a member of the Community Unity and Ampes programs of

Northumberland County, while also being an active member in her church. She is also a 2011 graduate of The Communication Mentors' Course and looks forward to meeting new people, learning, and growing. Email Nancy at nancyjo@networksfortraining.org.

Doris Kalina began working at Networks for Training and Development, Inc. in 1998 as Administrative Specialist and is presently the Director of Administrative Services. She was previously employed by another nonprofit as assistant to the Executive Director, handling financial responsibilities there for 12 years. Doris also taught for the School District of Philadelphia for 4½ years. She is a graduate of the Communication Mentors' Course (2010). Her areas of expertise within Networks are office management and organization with oversight of all of Networks' organizational offices, billing, and Human Resources. Doris is also an accomplished musician performing regularly and is a proud mother and grandmother. Email Doris at dorisk@networksfortraining.org.

Diane Kehoe, M.S., holds a Bachelors degree in Organizational Management, and Masters in Information Technology in Education. Her expertise is in Instructional Design, and she is passionate about making technology accessible for all. Diane began her service with Networks facilitating career planning for individuals leaving Embreeville State Hospital, and continued her work as Director of CareerNet, a small demonstration project focused on finding meaningful community employment for people with significant disabilities in Philadelphia. Diane now assists Networks with its overall technology needs and services, where she works to ensure universal design of the technology used here at Networks, as well as assisting our customers in accessing and utilizing the various technologies available to them through alternative software, accommodations, and built-in accessibility features. Diane continues to conduct training in various topic areas seeking out new information in the areas of universal design. At home you can find Diane enjoying computers, reading, music, and relaxing with her dogs. Email Diane at dianek@networksfortraining.org.

Michael Landes, M.Ed. is the Webmaster for Networks for Training and Development, Inc. He also teaches inclusive high school social studies classes in Maui, HI. Michael has focused on supporting all individuals to live rich and meaningful lives as valued community members. He has held a variety of positions, including direct support in a community-based day program, program coordination for an independent living program, communication development and technical assistance, interactive curriculum development, and website

development. Michael was a member of Philadelphia's first graduating class of the Communication Mentors' Course, and he continues to search for new ideas to assist people in finding effective communication systems and assistive technologies. In his free time, Michael enjoys surfing, scuba diving, music, hockey, and going to the beach with his family. Email Michael at mikel@networksfortraining.org.

Rosa McAllister, M.Ed., A.T.P., R.M., L.M.T. is the co-founder of Networks for Training and Development, Inc. where she currently acts as Organizational Advisor, historian, staff mentor, and Board liaison to the Got Mike! Fund. Rosa also continues to be on the faculty of Arcadia University teaching in the area of instructional and assistive technologies and inclusive environments. Additionally, Rosa has studied various styles of massage and energy / bodywork, is a licensed massage therapist, and is assisting Networks to further develop their Wholistic Practices service area. Rosa lives in Maui, HI where she is connecting, learning, providing assistance to various community and nonprofit groups, and enjoying island life! Email Rosa at rosam@networksfortraining.org.

Joe Murphy, CESP is the Supports and Technology Coordinator with Networks for Training and Development, Inc. where he lends assistance to various people and projects regarding employment and Assistive Technology (AT). While not initially involved in the field of developmental disabilities, Joe discovered his passion after meeting a person and her supporters at a community pool and offered to lend a hand. Since then (1997), Joe has worked within various community support projects, always coaching people to live full and independent lives, always striving towards their best. Joe is currently on the board of PA A.P.S.E. He is a Certified Employment Support Professional and has been certified as a life coach for business. Joe is also an active member of various community groups in and around Philadelphia. He is a graduate of Philadelphia's first Communication Mentors' Course, the Employment Mentors' Course, and many other programs re: employment and / or AT. Joe resides in Philadelphia, PA with his wife and 2 children. Email Joe at joem@networksfortraining.org.

Shauna Roman, M.S., the Executive Director of Networks for Training and Development, Inc., has worked in the field of disabilities for many years. Shauna has been involved with people with developmental disabilities, their families, and supporters to increase understanding, provide support, and encourage people to live more inclusive lives. As a Qualified Facilitator of The Leadership Challenge® (Kouzes and Posner), Shauna is interested in creating organizational learning opportunities through the use of assessment tools, training,

and innovative consultative practices. Her current project involvement includes: the "Employment 1st, Employment NOW!" initiative and school-to-community transition planning efforts. Within these projects, Shauna provides value-based leadership, strategic planning, and mentoring. She also is an adjunct professor at Penn State Abington campus. In her spare time, she enjoys reading, music of all kinds, and travel. Email Shauna at shaunar@networksfortraining.org.

[Michelle Sparling, M.Ed., CESP](#) has worked with Networks for Training and Development, Inc. since 1995. During her time at Networks, Michelle has provided training and consultation to organizations in Philadelphia and beyond. Her area of expertise is in employment training and support, with an emphasis in customized employment, career planning, job development, on-the-job support and organizational development. She has spent over 25 years working with individuals who have disabilities, starting her career as a job coach providing employment supports. An unexpected career shift provided an opportunity to live abroad in Tokyo, Japan for four years with her family. Now stateside again, she is back with Networks, continuing to follow her passion in supporting others to move their lives forward. Michelle received her Bachelor of Arts in Psychology from Holy Family University and Master of Education in Adult and Organizational Development from Temple University. She is a founding member and certified coach, speaker and trainer with the John Maxwell Team and is a Certified Employment Support Professional (CESP). In her spare time, Michelle enjoys the great outdoors and quilting works of art. Email Michelle at michelles@networksfortraining.org.

[Jessica Stover, M.S., A.T.P., CESP](#) is the Director of Training and Consultation for Networks. She has been a member of the Networks' team since 2006, and is a RESNA (Rehabilitation and Engineering Society of North America) certified Assistive Technology Practitioner (A.T.P.). With experience in low to high technologies, Jessica continues to assist people to live the lives they wish at home, work, school, or play. Jessica has a special interest in switch access as related to body mechanics and movement and has studied and practiced in a variety of methods pertaining to AT. She has presented and co-presented at national, regional, and local conferences and trainings to assist people and their teams to hear and recognize communication, live their dreams, uphold the mantra "Everyone Communicates!" and assist people to "notice what you notice" through innovative (and sometimes very easy and simple) supports and systems of AT. Email Jessica at jessicas@networksfortraining.org.

[Andrew Vizuete](#) is the IT Support and Service Specialist for Networks for Training and Development, Inc. He helps design Networks' many marketing materials, helps maintain our training database, which includes registering people for training and tracking attendance. Andrew also assists trainers with presentations, demonstrating his use of various Assistive Technologies. He has many interests such as watching sports, TV and movies, listening to music, and having fun. And he is currently working on the development of his life story with regards to his use of Assistive Technology and getting a job for training presentations and to inspire others. Email Andrew at **andrewv@networksfortraining.org**.

[Linda Weihbrecht, RN, BSN, CCAP, LMT](#) is a certified Clinical Aromatherapist and 'M' Technique instructor/practitioner since 1999 as well as a licensed massage therapist/nurse. She is a health coach, health educator and health promoter with a passion for preventative medicine. Linda has studied aromatherapy with Jane Buckle PhD, RN and creator of the Aromatherapy for Health Professionals course and the 'M' technique since 1997, as well as many other leading aromatherapy educators. Her aromatherapy education has been in the USA, France, Turkey, and UK. She recently obtained certificates in end of life nursing care and stress management. Linda has additional training in Healing Touch, Reiki, various massage therapy techniques, as a HealthRHYTHMS facilitator, and guided imagery. She is the founder and facilitator of a hospital based support group, "Coping with Anxiety and Panic" (CAP) since 1994. This group uses a wellness "toolbox" approach for coping with anxiety disorders. Linda has provided many classes, aromatherapy services and lectures to various charitable organizations and businesses. She has a special interest in working in the fields of oncology, intellectual disabilities/developmental disabilities, Alzheimer units, hospice and palliative care. Linda's passion is helping people in stressful situations find the coping tools they need to move forward. This may be in the form of workshops, classes or bodywork using essential oils and stress reduction tools. Stress reduction for businesses, personal challenges, caregivers or during illness is her specialty. Email Linda at **lindaw@networksfortraining.org**.



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