CRANE CONSULTING LTD

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. That is why our work sits with staff practice, program design and organizational capacity rather than with content alone. Sessions are interactive by default, grounded in evidence, and adapted to the audience in the room.

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.

Every engagement is grounded in the 5-C approach: Competent deep expertise, Credentialed evidence-based practice, Committed dedication to your success, Communicative transparent and action-oriented feedback, and Caring genuine relationships with lasting impact.

HOW THE MENU WORKS

Half-day module
A focused, interactive session on one topic. Fits a staff meeting, an in-service day or a single training block.

Full-day experience
Two or more complementary modules stacked into one day, with the deeper practice time that only a full day allows.

Multi-day institute
A leadership series or two-day immersive designed around a specific team, goal or calendar.

Virtual delivery
The same content adapted for screen: shorter input cycles, designed interaction and materials shipped ahead.

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 **Built for:** Direct service staff, administrators

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 **Built for:** Systems, direct service staff, administrators, parents

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 **Built for:** Direct service staff, administrators

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 **Built for:** Direct service staff

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 **Built for:** Direct service staff, administrators, parents

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 **Built for:** Systems, direct service staff, administrators, parents

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 **Built for:** Systems, direct service staff, administrators, parents

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 **Built for:** Direct service staff, administrators, parents

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 **Built for:** Direct service staff, administrators, parents

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 **Built for:** Direct service staff, administrators

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 **Built for:** Direct service staff

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 **Built for:** Direct service staff, administrators

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 **Built for:** Direct service staff, administrators

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 **Built for:** Direct service staff, administrators

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 **Built for:** Systems, direct service staff, administrators

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: Full-day **Built for:** Administrators, program directors, nonprofit leaders, quality improvement teams

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: Full-day **Built for:** Executive leadership, boards, program directors

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 **Built for:** Educators, counselors, social workers, youth development professionals

FAMILY AND COMMUNITY PARTNERSHIPS

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

19 Parents as Partners: Building Family-Program Partnerships

Families are not an audience to be managed. Participants learn to open real two-way communication, navigate disagreement without losing the relationship, and build the kind of partnership that carries a young person through a hard season.

Format: Full-day **Built for:** Direct service staff, family engagement staff, administrators

20 Engaging Stakeholders: Partnerships That Strengthen Programs

Partnerships fail quietly when nobody defines what they are for. Participants map their stakeholders, set engagement levels deliberately, and leave with a 90-day action plan for building the relationships their program depends on.

Format: Full-day **Built for:** Executive leadership, program directors, community organizations

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 **Built for:** Youth development professionals, direct service staff

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 **Built for:** Direct service staff, administrators, conference audiences

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 **Built for:** Assisted living and care teams, frontline supervisors

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 **Built for:** Homeless services and community providers, program leaders

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 **Built for:** County human services directors, managers and supervisors

26 Grant Writing Strategies That Pay Off

Where the money is in 2026 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 twice **Built for:** Nonprofit leaders, program directors, grant seekers

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GETTING STARTED

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

A written proposal with scope, fee schedule and delivery plan built for your team.

Materials adapted to your audience, dates confirmed, training delivered on site or virtually.

Fees are confirmed in a written proposal and vary 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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