

Cultures of Respect

2-Day Onsite Training Event

Youth cultures are shaped by the quality of adult relationships. Classic studies in group dynamics show that young people only treat one another with respect if democratic values are modeled by those in authority. Cultures of Respect (COR) training provides strategies for leaders and youth workers who are ultimately responsible for creating prosocial climates with and among youth.

Overview

Cultures of Respect blends organizational development, ecological, and positive psychology to create positive cultures in schools and youth organizations for students and staff alike. Participants will learn about the core elements of the organizational DNA necessary to create cultures that support positive youth development. COR also integrates and expands on the evidence base for Positive Peer Culture collected over the last five decades. This includes developing skills to understand group dynamics and facilitating group processes that promote caring, helping, and empowerment.

This two-day training blends lecture, video, practice exercises, and deep dialogue to enhance participants' knowledge and competencies to build a culture of respect in their organizations.

Learning Goals

1. Understand the organizational DNA necessary to create positive cultures in schools and youth organizations.
2. Apply specific attributes of staff cultures that determine the quality of the youth culture (team cohesion, team involvement, belief in program, belief in potential of youth).
3. Compare the impact of three types of adult leadership with youth: autocratic, disengaged, and democratic.
4. Identify problem behavior in youth as developmental challenges.
5. Practice strategies for empowering youth responsibility: indirect approach, reversing responsibility, relabeling behavior.
6. Identify and analyze practices for making caring fashionable and developing strength in helping others, both among peers and in community.
7. Diagnose stages of group development and guide youth towards positive peer cultures.
8. Develop problem-solving strategies which enlist youth in peer helping and support.
9. Evaluate this theory and practice to positive psychology and positive youth development.

Onsite Costs & Participation:

- Base cost for 2-day COR training = \$4,500; plus
- \$60 per person for materials; plus
- Shipping costs of materials; plus
- Trainer's related travel expenses (travel, lodging & meals)
- Maximum number of participants: 30

About the Presenter



Erik K. Laursen, PhD, is an internationally recognized developer of innovative programs for high risk children and families. He has created therapeutic treatment programs in private residential, educational, and foster care organizations, therapeutic services in public schools, and services for children with neurological differences. Dr. Laursen has authored more than two dozen publications and was a member of the editorial board of the journal *Reclaiming Children and Youth*. He previously served as a board officer of the Virginia Association of Specialized Education Facilities and as president of Strengths Based Services International.

Erik earned his PhD from Virginia Commonwealth University, where he taught organizational behavior and culture, qualitative research, and ethics for 10 years. Currently, he is an adjunct assistant professor at the University of Richmond and trains youth professionals worldwide. Dr. Laursen served UMFS in Richmond, Virginia, for 30 years, last as the executive director of Charterhouse School and vice president of Research and Development.

Dr. Laursen is a master trainer in Response Ability Pathways (RAP), Developmental Pathway Assessment, Helping Kids Who Hurt: Three Pillars of Transforming Care, Rolling with Resilience, and a Qualified Myers-Briggs Type Practitioner.

Among the highlights of his career are a 65,000-mile motorcycle journey across the United States with twelve high risk youth, a wagon train across Denmark, and a two-masted sailboat journey on the European rivers and the Black Sea.

Optional College Credit

Participants can enroll for graduate college credit in either psychology or special education. Registration forms will be provided at the training. A course syllabus will be available on the CF Learning website (www.cflerning.org). There is a \$300 USD tuition fee (for 3 credits) in addition to the training registration fee. Payment for college credit is made to **CF Learning** and given to the instructor onsite at the training. College credit is offered through CF Learning, a division of Cal Farley's, and Augustana University, a fully accredited, 4-year university located in Sioux Falls, South Dakota, USA.

Post Training Mentoring

Dr. Laursen can provide onsite or online post training mentoring/consultation services to help your agency determine the next steps to implement this training into your program. Please contact CF Learning for pricing and availability:

CF Learning, PO Box 650, Lennox, South Dakota 57039
605-744-0116 or 800-592-2193
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