



Training and Consultation Services



Training and Consultation Services

Griffin-Hammis Associates

GHA customizes our training to meet your needs. We provide Conference Presentations; including thought provoking, humorous, and inventive Keynote Addresses; staff In-Service sessions ranging from a few hours to multiple days; and we specialize in long-term Capacity Development Projects of 6 months to 5 years. Many of our customers write us in as the Technical Consultants and Trainers on their projects, and, of course, we can assist with the development of those proposals. We maintain staff in a dozen states.

Topics we address include....

GHA Training and Consultation Services

Asynchronous On-Line Training:

- ▶ Available as 5-Class Courses or A la Carte
- ▶ Full Course on Customized Employment
- ▶ Full Course on Self Employment
- ▶ Link: <http://griffinhammis.cequick.com/>
- ▶ *(40 Hour Classroom course to earn a Certificate in Community Employment thru the Association of Community Rehabilitation Educators is also available from GHA)*

GHA Training and Consultation Services

Self Employment Topics Include:

- ▶ Customized Employment
- ▶ Person-Centered Business Planning
- ▶ Business Feasibility Testing
- ▶ Marketing & Sales
- ▶ Business Plans
- ▶ Costing & Pricing
- ▶ Financial Statements & Planning
- ▶ Social Security Considerations in Self Employment
- ▶ Funding, Financing, Systems Change
- ▶ State Policy & Funding Strategy Development....

GHA Training and Consultation Services

Social Security Work Incentives:

- ▶ SSI/SSDI Consultation & Training
- ▶ PASS, Subsidy, Student Earned Income Exclusion and other Work Incentives for Self Employment, Supported Employment, and Competitive Employment
- ▶ Benefits Planning Assistance & Outreach National Scope Training
- ▶ Benefits Interactions (SSA, HUD, IDAs, Medicaid...)

GHA Training and Consultation Services

Customized Employment

- ▶ Employment Specialist/Job Coach Training
- ▶ Discovering Personal Genius
- ▶ Systematic Instruction & On-the Job Training Techniques
- ▶ Funding Approaches (Including Vocational Rehabilitation, Workforce Investment & SSA Work Incentives)
- ▶ Job Analysis
- ▶ Behavioral Supports
- ▶ Employer Negotiation & Creative Job Development
- ▶ Resource Ownership & Job Creation Strategies
- ▶ Worksite Accommodation, Assistive & Universal Technologies...

GHA Training and Consultation Services

Customized Job Development for various Systems including DD, MH, Veterans, Workforce, VR, Schools

- ▶ Individualized Career Planning
- ▶ Informational Interviewing Techniques
- ▶ Artisanal Business Outreach
- ▶ Handling Objections
- ▶ Job Carving
- ▶ Job Creation
- ▶ Rural and Inner City Tactics
- ▶ Resource Ownership

GHA Training and Consultation Services

Transition from School to Work

- ▶ Individualized Career Planning
- ▶ Paid Work Experience Development
- ▶ Job-Site Support Strategies
- ▶ Funding Options
- ▶ Small Business Ownership for Students
- ▶ Student Work Incentives

GHA Training and Consultation Services

Leadership & Management

- ▶ Leadership Mentoring Programs
- ▶ Strategic Planning Facilitation for Management Teams, Boards, Consumer Groups
- ▶ New Supervisor Training/Management Skills
- ▶ Corporate Culture Refinement
- ▶ Self-Managing Team Development
- ▶ Reward Systems & Functional Personnel Evaluation
- ▶ Addressing Staff Turnover

GHA Training and Consultation Services

Interest-Based Negotiation & Conflict Management Training

- ▶ Strategies for Finding Common-Ground
- ▶ Tactics for Complex Problem Solving
- ▶ Improving Communications (Smooth Listening)
- ▶ Understanding & Using the Change Cycle to manage Behavior
- ▶ Big Win/Little Win Tactics
- ▶ Helping others get what they Need

GHA Training and Consultation Services

Grant Writing

- ▶ Finding Money for Worthy Projects
- ▶ Defining your Program
- ▶ Research and Data Analysis
- ▶ Technical Writing
- ▶ Understanding Goals and Objectives
- ▶ Project Management
- ▶ Evaluation & Reporting
- ▶ Budget Development & Management
- ▶ Project Management

GHA Training and Consultation Services

Some of our most Popular Training Seminars & Conference Presentations:

- ▶ Job Development in a No Jobs Environment
- ▶ People Who Own Themselves: An Introduction to Self Employment
- ▶ Social Security Work Incentives: Understanding PASS, PESS, SEIE, Subsidy, IRWE and the Rest
- ▶ Customized Employment: ACRE Certificate
- ▶ Behavioral Economics & Asset Development

GHA Training and Consultation Services

Some of our most Popular Training Seminars & Conference Presentations:

- ▶ Why Didn't' t You Say that in the First Place?: Problem Solving, Communication & Negotiation in the Workplace
- ▶ Plan 9 from Outer Space: How Credibility Compels Inventiveness
- ▶ If you always do what you always Did, You'll always get what you always Got
- ▶ Linking Discovery and Job Development

GHA Training and Consultation Services

Some of our most Popular Training Seminars & Conference Presentations:

- ▶ Employment First: Strategies, Politics & Funding
- ▶ Rural Customized Employment
- ▶ Marketing and Sales for Your Small Business
- ▶ Quick Launch: Immersion in Self-Employment & Business Planning

GHA Training and Consultation Services

For Assistance with your Conference, your Staff Development Needs, or your Organizational Development Plan, please contact Cary or any of our Associates!

Cary Griffin cgriffin@griffinhammis.com

or (406) 273-9181