



Workplace Culture: Brigadoon works hard to build an intentional workplace culture that empower each employee to do their best work.

Team Building: These sessions present coworkers with a fun variety of activities where they need to practice their ability to communicate clearly with one another and work together to overcome obstacles and solve problems. They'll laugh through the fun games and also be able to take part in meaningful conversations about their approaches, their roles within the team, how they're working together well, and how they can move forward working even more collaboratively. This session can be customized to meet the specific needs of your group.

Conflict Resolution: This session focuses on careful listening and understanding as the foundation of resolving conflicts in the workplace. We emphasize understanding another perspective and listening to understand, rather than putting all of the emphasis on your own perspective. From there, we help employees to close the gap in their perspectives and find a way to make a plan on how to move forward together.

Compassionate Communication: This is another session which focuses very much on careful listening, as we believe strongly that the way we listen to others is the majority of what sets us up for successful communication. This session will help employees to have a better understanding of how to express their thoughts kindly, especially when discussing challenging or sensitive topics. It will also help them to build the skills of supporting others who are struggling, helping them to troubleshoot and plan solutions in a supportive way.

Creating Positive Culture: Something Brigadoon employees rave about is the positive culture which we thoughtfully create. This session will help each employee to have a strong understanding of the role they play in creating a positive culture in the workplace. It will help them to have a better understanding of how and when to share their concerns in a productive way, as well as helping them to navigate challenging situations by acknowledging things that are hard, how others feel, and also move forward to find solutions. This session will also provide managers and leaders with ideas of how to implement systems and practices that will continue to promote positive culture long after the session is over.

Supporting and Empowering Employees: This session focuses on establishing a workplace culture which makes employees feel safe and supported, while also encouraging them to strive for the best possible performance. Employees who feel safe and celebrated are much more likely to perform at their best and make it less likely that you have to spend your days having more challenging underperformance or disciplinary conversations. Instead, set up an atmosphere where employees feel motivated to do their best work.

The Essentials of Giving Feedback: This session focuses on the key tools to give effective positive and constructive feedback. This session will help make sure supervisors are able to celebrate the things their employees are doing well in order to keep them feeling motivated and empowered. It will also make sure that they know how to deliver more challenging feedback in a clear way that sets employees up to be able to take action to do better moving forward. Most constructive feedback is not delivered very effectively, which makes it very challenging for the employee to make the changes necessary.

Support Children and Youth

Growing Confident Kids: Whether for an individual service provider or to help organizations develop programs, this session will emphasize keys to making kids feel empowered and leaving them with a better understanding of what is so special about them. We'll talk specifically about how to talk to kids about their choices so they know what fantastic characteristics they possess, and how to provide/design activities which will give them opportunities to see and recognize what they're capable of.

Supporting Emotional Regulation and Coping Skills: Kids are struggling more and more with anxiety and with not knowing how to handle big feelings, which leads them to make inappropriate decisions and exhibit challenging behaviours. This session will give you the skills to better understand what it looks like when children/youth are overwhelmed and struggling to regulate their emotions. It will give you the skills to help them calm themselves down and will leave you with a number of basic strategies that you'll be able to teach so that they are able to continue using them independently.

Behaviour Management Best Practices: A lot of the mistakes we make when trying to manage challenging behaviours is the way we think about and understand where those behaviours come from. This session will help child-serving organizations and individuals have a better understanding of behaviours as well as give them the tools they need to manage those challenging behaviours in a way that maintains a positive relationship with the child/youth and helps you work together on the same team.

Programming and Facilitation

Designing Intentional Programs: Whether programming for children or adults, we all want to run programs which are engaging, enjoyable, and impactful. This session will help you to keep participants engaged through your program delivery while also giving you the tools you need to make sure that you've delivered on the purpose of your program. We'll help you learn how to balance these things, making sure that participants walk away with new skills and a strong understanding of the outcomes you have in mind. At Brigadoon, we talk a lot about how fun is how it feels while we're doing the real work of developing humans.

Facilitating Engaging Activities: This session will focus on developing strong facilitators. Learn how to deliver an introduction that gets participants excited and sets them up to be successful. Learn how to transition effectively between activities, how to build momentum, and how to maintain attention from participants all the way through your program. We'll give you all of our best tips and tricks so you can deliver the best possible programs which are both dynamic and impactful.

Running Inclusive Programs: What Brigadoon does well is facilitate our programs for a wide range of diagnoses, abilities, and interests. Whether you are designing programs for folks who have limited mobility, a high-risk chronic health condition, hearing/vision loss, or any other exceptionality, we can help you have a better understanding of what you need to consider in order to set your participants up for success in your programs. We are also able to design a session which combines any of the above topics or which customizes the content for your specific needs. Get in touch with us to ask about a session designed just for you! We are also able to discuss any of these topics in a consulting format to help you improve your own skills or service delivery.

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