

GROW MY LIFE

PROFESSIONAL DEVELOPMENT CATALOG

2024-2026

Grow My Life, LLC

Dana Johnson, MSW

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www.growmylife.org



Ethics & Boundaries: Embracing the Gray in Post-Pandemic Practice (2-4 hours)

Boundaries have been blurred, the landscape of our professional practice has encroached upon our personal lives, and the relationships with our clients and colleagues have changed. The pandemic asked much of us by way of flexibility and adaptation; much of it to best serve our clients, but at what cost? Is virtual practice blending into your home life? Do you feel like the clear and rigid boundaries you once had created to protect dual relationships have crumbled or blurred? Have colleagues gotten a glimpse into your world via the virtual space, perhaps sharing more than what seems comfortable? We will explore all the new gray areas in our practice and collegial spaces. Uniquely, participants in the session will provide examples of ethical dilemmas they have faced and will walk through the challenges to learn how to best embrace, or color the gray, to improve ethical decision making when circumstances arise.

Learning Objectives:

1. Explore and learn how to apply an ethical decision-making model in everyday practice.
2. Discover the importance of focus; learning to be fully present and request what you need to maintain healthy boundaries with clients and colleagues.
3. Understand and apply varying forms of intelligence when setting healthy boundaries and setting ethical disputes.
4. Learn and understand the 'Art of Listening in a Healing Way.'
5. Recognize and embrace the gray of personal decision making when ethical dilemmas are presented.

Note: The workshop will require participants to submit case scenarios/case studies at the time of registration. Scenarios/case studies may be incorporated into current or future workshops; including being reviewed via an ethical screening tool, consensus formed as to approaches to alleviate the ethical dilemma, and critique. Half of the session will be in discussion of scenarios/case studies that encourage significant study, practice, and use of an ethical screening tool and various codes of ethics.



Transformational Leadership (A Leadership Development Course) (2.5 hours)

Facing challenges in leading adaptive change with internal team members or external stakeholders? Are you looking to develop a better ability to align and develop partnerships and coalitions? This program helps transformational leaders build guiding coalitions with ease, strengthen alignment based on core values, and resolve conflicts by infusing concepts of emotional intelligence and eliminating shame and accountability. If you face challenges in your work in internal or external change process and projects, this program will help guide you in removing barriers to become successful in your mission and vision for a better future.

Learning Objectives:

1. Learn and develop skills to be a transformational leader.
2. Develop a deeper understanding of your own core values and how to align with your strengths.
3. Understand and articulate innovative perspectives of management and leadership styles including resilient leadership, mentoring, and reflective supervision.
4. Learn and develop skills in the area of building team consensus, reducing friction and shame, and expressing accountability.



TRANSFORMATIONAL LEADERSHIP

The future of leadership depends on you.

Producing Positive Partnerships (A Leadership Development Course) (2.5 hours)

Facing challenges in leading adaptive change with internal team members or external stakeholders? Are you looking to develop a better ability to align and develop partnerships and coalitions? This program helps transformational leaders build guiding coalitions with ease, strengthen alignment based on core values, and resolve conflicts by infusing concepts of emotional intelligence and eliminating shame and accountability. If you face challenges in your work in internal or external change process and projects, this program will help guide you in removing barriers to become successful in your mission and vision for a better future.

Learning Objectives:

1. Learn and develop skills to be a transformational leader in producing positive partnerships.
2. Develop a deeper understanding of your own core values and how to align with your strengths.
3. Learn how to build guiding coalitions and maneuver towards positive and successful change efforts.
4. Learn and develop skills in the area of building team consensus, reducing friction and shame, and expressing accountability.
5. Incorporate and leverage forms of intelligence in partnerships.
6. Recognize conflict in teams and learn to resolve.



Ethics & Boundaries: Understanding Equity, Diversity, and Inclusion to Leverage Cultural Humility (2-4 hours)

Do you know me? How can I trust that you are someone that understands me, my culture, and will speak to the needs of diversity, equity, and inclusion when asked? This training focuses on appropriate ethics and boundaries in client-case manager and peer-to-peer relationships in everyday practice. Participants will engage in self-reflective activities related to race, ethnicity, gender, sexual orientation, different abilities, and intersectionality. Oppression, discrimination, power and control, and historical and structural racism, and privilege will be featured as it relates to the helping professions. Use of group discussions and personal reflection will foster understanding of ethical, reflective practice with clients, personal diversity, and skill level in cultural humility, and increasing knowledge of diverse cultures within the helping professions.

Learning Objectives:

1. Understand the distinction between cultural humility and cultural competence.
2. Examine personal values and perspectives regarding various cultures, including self-reflection, knowledge of diversity; encouraging a framework to better understand their practice with individuals and groups.
3. Evaluate personal biases, both implicit and unconscious; and explore how the dynamic of power is shaped from this context.
4. Understand and apply the Code of Ethics and the Code of Conduct (MPSW 20), and our ethical principles and boundaries when working with clients from a multicultural perspective which may be exposing or hindering our ethical practices.
5. Demonstrate understanding of the Code of Ethics and Code of Conduct (MPSW 20), ethical principles, and boundaries applied to specific ethical dilemmas when experiencing ethical challenges, utilizing the Nine Step Ethical-Decision Making Model.



“I appreciated Dana’s style and energy in presenting. I found this E&B valuable to my role as leader. The content will help me develop my competencies and seek input and feedback from others in a new way. I feel inspired to work together with my supervisory team and find ways to incorporate the information into our practice in an ongoing manner. Thank you!”

Ethics & Boundaries: Cognitive Bias, My Internal Disguise* (2-4 hours)

Emotions impact the decisions we make, including the 'good,' the 'bad,' and the 'ugly' influencers that rest in the deep areas of our mind: heuristics. We say we are not biased individuals but the reality; our underlying thoughts and emotions are based on preconceptions and lived experience. We will take a deep dive into the cognitive biases that are subconsciously impacting your decision making, your role as a helper, and may be blinding you from making the best decisions. We will explore how these biases affect your personal relationships, judgments regarding equity, diversity, and inclusion, and the day-to-day responses in working with others. Take a journey to provide light and clarity, removing the blindfold of bias.

Learning Objectives:

1. Gain an understanding of heuristics.
2. Explore and interpret personal cognitive biases that affect decision making.
3. Examine personal biases and the role of power to improve self-awareness in a helping role.
4. Develop and enhance interventions with clients from differing identities and cultures than oneself, through a critical-self bias review lens.
5. Recognize ethical dilemmas faced by bias and implement an ethical decision-making model to process and improve future social work practice.



“Dana was able to open my eyes, mind and surroundings to my own potential biases in my personal and professional life. I feel rejuvenated and empowered to continue my own biases awareness in my thoughts and actions, my home life, out and about in the community and at work. Thank you!”

*The training is adaptable to any audience and can exclude the ethics and boundaries component.

Ethics & Boundaries: Things That Make You Go Hmm...Boundaries, Barriers, and Shame, Oh My! (2-4 hours)

Have that gut instinct, feeling of rumbling in your stomach, those *things that make you go hmm...*? This training offers participants an opportunity to explore the difference between boundaries and barriers in peer-to-peer and client relationships. It explores personal boundaries, trust, shame, vulnerability, and use of self-assessment tools. Participants learn new strategies in paradigm thinking, communication and conflict management in the workplace; through examining challenges they face when colleagues are unethical or cross professional boundaries. The training provides related information to enhance the workplace, conflict resolution strategies, and developing ethically informed decision-making model of practice with peer to peer and client to practitioner relationships. It furthers the development of teams, colleague's adherence to the NASW Code of Ethics and improves performance in agency ethical decision making.

Learning Objectives:

1. Understand the importance of client/patient rights above and beyond the rights of social work practitioners and the agencies they represent.
2. Examine the 9 professional boundaries and explore how these impact ethical decision making and the relationship with clients and colleagues.
3. Discover the concepts of shame and vulnerability and how these interact with our personal social work practice and when determining how to best approach ethical decisions.
4. Identify personal examples of professional social work ethical dilemmas, boundary crossing and blurring, that have negatively impacted your practice and discover the lessons learned.
5. Understand and apply the Code of Ethics, Code of Conduct, and our ethical principles, when boundaries when confronting ethical challenges by co-workers, utilizing the Nine Step Ethical Decision-Making Model.



“Dana was able to open my eyes, mind and surroundings to my own potential biases in my personal and professional life. I feel rejuvenated and empowered to continue my own biases awareness in my thoughts and actions, my home life, out and about in the community and at work. Thank you!”

Ethics & Boundaries: Stepping Forward When Colleagues Cross the Line (2-4 hours)

Ethics & Boundaries has never been this fun to learn! You will learn and enhance professional skills in conflict resolution and understanding conflict theories. Exploring difficult crucial conversations; you will build skills in the 5 Essentials to Navigating Difficult Conversations with peers and gain the ability to hold colleagues accountable when needed. Communication styles and mitigation of risk is examined through personal and professional review of workplace culture. This workshop focuses on appropriate ethics and boundaries in client-social worker, therapist, counselor, and peer-to-peer relationships. Use of workbook activities, case scenarios and personal reflection will foster understanding of ethical, reflective practice with clients, agency, and colleague ethical challenges in the workplace, and building skills in communication, and cooperative confrontation. We will examine how *appreciation in the workplace* can relieve ethical dilemmas and improve decision making. You will not learn this content anywhere else!

Learning Objectives:

1. Understand the importance of client/patient rights; above and beyond the rights of social work practitioners and the agencies they represent.
2. Examining personal values and personality characteristics that encourage or hinder one's ability to step forward and report unethical behavior.
3. Evaluate personal responsibility and choices made in one's practice and how these choices have/have not prevented further ethical violations or improved ethical practice in the workplace.
4. Understand and apply the Code of Ethics and the Code of Conduct (MPSW 20), and our ethical principles and boundaries when making critical decisions in exposing ethical challenges in practice.
5. Demonstrate understanding of the Code of Ethics and Code of Conduct (MPSW 20), ethical principles, and boundaries applied to specific ethical dilemmas when confronting ethical challenges by co-workers, utilizing the Nine Step Ethical-Decision Making Model.



“I have been attending E&B trainings for 41 years, E&B Stepping Forward When Colleagues Cross the Line was the best E&B training, I’ve ever attended.”

Ethics and Boundaries:

Stepping Forward when Colleagues Cross the Line

www.GrowMyLife.org

This ethics and boundaries training will explore the impact of communication styles, the art of confrontation, and the use of the *5 Languages of Appreciation* to improve collegiality and examine ethical practices in the workplace.

Continuing Education: 0.4 CEUs/4 CEHs

Trainer Biography:

Dana Johnson, MSW, CAPSW, holds a Master's of Social Work degree and is licensed to practice social work in the State of Wisconsin. He has over 10 years of direct practice experience; particularly in the area of child welfare, supervision, agency and culture change, and administration. His areas of expertise and interest include leadership development, innovation theory, child welfare services and reform, ethics and boundaries, trauma-informed care, LGBTQ+ and diversity, and supervision in social work. Mr. Johnson is the owner and lead facilitator and trainer of *Grow My Life, LLC*.



Call now to schedule a training or obtain
more information
(414) 803-6372
Or
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LEARNING OBJECTIVES

Understand the importance of client/patient rights; above and beyond the rights of social work practitioners and the agencies they represent. ✓

Examine personal values and personality characteristics that encourage or hinder one's ability to step forward and report unethical behavior. ✓

Evaluate personal responsibility and choices made in one's practice and how these choices have/have not prevented further ethical violations or improved ethical practice in the workplace. ✓

Understand and apply the NASW Code of Ethics and the Code of Conduct (MPSW 20), and our ethical principles and boundaries when making critical decisions in exposing ethical challenges in practice. ✓

Demonstrate understanding of the NASW Code of Ethics and Code of Conduct (MPSW 20), ethical principles, and boundaries applied to specific ethical dilemmas when confronting ethical challenges by co-workers, utilizing the DO ETHICS Decision Making Model. ✓

Refuel, Re-Energize: Beam Up Motivation, Resiliency, & Heal Our Collective Trauma (2.5 hours)

It is time to Re-Fuel, Re-Energize, and Beam Up Motivation, Resiliency, and Heal our Collective Trauma from the COVID-19 pandemic! Our lives have been altered, our work has had to adapt; we feel less connected, isolated, and lost in space...but now is the time to recognize the signs of burnout and begin motivating you and your peers to re-fuel and re-energize for the future. This training will examine the root of collective trauma, examine burnout and fatigue. An introduction to emotional first aid and tips on resilience will highlight the ability of self-reflection to improve helping professional's ability to re-energize their passion and re-fuel their resiliency levels. Let's boldly go where no other helping professionals have gone before!

Learning Objectives:

1. Gain an understanding of collective trauma via connection of societal effects of the COVID-19 pandemic.
2. Explore professional burnout to develop strategies to professionally heal and recognize burnout.
3. Improve professional self-reflection to enhance professional resilience in the helping professions.
4. Learn strategies of emotional first aid to improve resilience, reduce burnout, and motivate in the helping professions.



“It was very inspirational, real, practical and provided us with simple but useful tools to self-evaluate our emotions and make positive changes/fixes to lessen burnout and increase happiness and productivity. He kept us all involved using this virtual platform, managed to address the bad of the current world state while reminding us of all the positive and good that has also emerged from this year’s challenges and hardships. He helped us to think about, understand and develop a work/home harmony. This training also reminded me of how resilient we all are and left me feeling inspired and capable of continuing to move forward.”

Refuel, Re-Energize: Beam Up Motivation, Resiliency, and Heal Our Collective Trauma

It's time to refuel, re-energize, and beam up motivation, resiliency, and heal our collective trauma from the 2020 COVID-19 pandemic! Our lives have been altered, our work has had to adapt; we feel less connected, isolated, and lost in space...but now is the time to recognize the signs of burnout and begin motivating you and your peers to re-fuel and re-energize for 2021. This training will examine the root of collective trauma, examine burnout and fatigue. An introduction to emotional first aid and tips on resilience will highlight the ability of self-reflection to improve your ability to re-energize your passion and re-fuel your resiliency levels. Let's boldly go where no other helping professionals have gone before!

Your Training
Dates Here!

Your Training
Dates Here!

Learning Objectives



Gain an understanding of collective trauma via connection of societal effects of the COVID-19 pandemic.



Explore professional burnout to develop strategies to professionally heal and recognize burnout.



Improve professional self-reflection to enhance professional resilience in the helping professions.

Learn strategies of emotional first aid to improve resilience, reduce burnout, and motivate in the helping professions.

Dana Johnson, MSW, holds a Master of Social Work degree and is a practicing social worker in the State of Wisconsin. He has over 10 years of direct practice and senior level management, experience in county human services, also holding positions as an educator and professional trainer. His areas of expertise include leadership development, innovation theory, ethics and boundaries, and motivating teams. Over the course of a decade he has delivered high energy, audience engaging, and impactful training. Join us and see how Dana will motivate and inspire you!



For more info contact [Grow My Life](https://www.growmylife.org) - dana@growmylife.org - (414) 803-6372

Understanding and Supporting LGBTQIA2S+ Youth in Foster Care* (2-2.5 hours)

How do I support a youth who identifies as LGBTQIA2S+? What do all the letters mean? What is PRIDE? What contributions have LGBTQIA2S+ people made to our world? What defines the culture? This workshop will develop and enrich your knowledge of the LGBTQIA2S+ culture, community and share the history of the struggles faced. Do you know and understand the history of the Gay Rights Movement? We will also explore what youth are experiencing in today's political and community environment. We will learn the 'lingo' and gain an understanding of personal identity development, the coming out process, and examine supportive steps you can take to help youth in your care and community.

Learning Objectives:

1. Learn and understand the language used by and with the LGBTQIA2S+ community to enhance cultural competence and provide an inclusive environment within one's organization
2. Develop and enrich your knowledge of the development of an LGBTQ+ identity development, to better inform your professional practice.
3. Learn the history of the LGBTQ+ Community and cultural movement to gain insight into the development and the struggles sometimes faced by members of the community.
4. Examine ethical considerations, personal biases, and social constructs in our daily living and work with youth; and reflect on improving one's personal and professional inclusive excellence.



“Relevant, blew my mind even as an LGBTQIA2S+ identifying person, took the conversation and understanding of the community to a whole new level for me.”

*The training is adaptable to any audience and any age population being served (i.e., adults, community, non-helping professionals, etc.)

Additional Topic Areas

Civil Rights Compliance Training (2.5 hours)

This course provides the civil rights compliance training required for agencies and organizations that are required to obtain civil rights training when receiving federal funds for their programs. This training specially focuses on the following:

1. Understanding the requirements of Civil Rights Compliance
2. Examining personal values and recognizing how they impact moral decision making when civil rights are at the forefront.
3. Learn the different forms of cognitive bias and building skills in recognizing when they appear in decision making.
4. Understand how values, moral decision-making, and cognitive bias intersect with civil rights issues.
5. Develop improvement strategies to assist professional decisions when values, morals, or biases show up when working with clients who are different than oneself.

Successful Management, Leadership, & Administration in Organizations (6 hours – 2 hours each)

This 3-part series offers skill-building for the new leader, manager, or supervisor trying to hone their skills in successfully building teams, trust and working through difficult challenges in the workplace.

Do you have what it takes to be a leader? Are you searching for ways to improve your management skills? This webinar will dive into the complex work of successful management and leadership of teams. It will engage learners in understanding change theory and the skill sets needed to manage, lead, and administer change in an organization. This is part 1 of a three-part series on supervisory and leadership skill building.

Part 1: Leadership, Change Theory, Building Teams, Supervisory Skills

Part 2: Conflict Resolution, Managing Change, Forms of Intelligence

Part 3: Performance Reviews, Performance Management, Appreciation in the Workplace.

White Fragility: A Book Club for Professional & Personal Development (4-6 hours – 1-1.5 hours each)

This 4-part series offers a discussion group for members of organizations to dialogue the themes and impact of the book *White Fragility* by Robin DiAngelo. Participants are provided thought-provoking questions for each chapter of the book, and area allowed to express personal and professional connection to the themes and points identified by the author. Most book club meetings take place during coffee hours or lunch hours.

Building an Equity, Diversity, and Inclusion Roadmap for Organizations (4-6 hours – 1-1.5 hours each)

This 4-part series offers organizational leaders and EDI champions a deeper understanding of the Global Diversity and Inclusion Benchmarks ©, create an assessment of the organizations EDI culture, and develop next steps towards a more inclusive and 'sense of belonging' organizational culture.



Fee Schedule

The outlined fee schedule can vary based on training contract scope and services delivered. Options for profit-sharing or percentage of participation registration is also available upon request and contract negotiation. The fee schedule includes development of handouts (fillable PDF and Microsoft Word), technology resources for online training registration (Zoom platform registration and hosting), online training evaluation link, sending of certificates of attendance/continuing education to all training participants. Fees not included are costs associated with content development, follow-up project deliverables, report writing, mileage, meals, or transportation.

Training Title	Duration	Fee Per Session
Ethics & Boundaries	4 hours	\$1000.00
Producing Positive Partnerships	2 – 2.5 hours	\$1000.00
Transformational Leadership	2 - 2.5 hours	\$1000.00
Understanding LGBTQIA2S+ Community	2 – 2.5 hours	\$1000.00
Refuel, Re-Energize, Beam Up Motivation...	2 – 2.5 hours	\$1000.00
Cognitive Bias Our Internal Disguise (non-E&B)	2 – 2.5 hours	\$1000.00
Civil Rights Compliance	2 – 2.5 hours	\$1000.00
Successful Management, Leadership & Administration...	2 hours each	\$1000.00
White Fragility: A Book Club	1 – 1.5 hours each	\$150.00
Building an EDI Roadmap	1 – 1.5 hours each	\$200.00
Organizational Effectiveness & Consulting Services	1 hour each	\$100.00
Professional Coaching & Leadership Development	Hourly (Virtual)	\$50.00 per person
Continuing Education Hours Credentialing	1 course Unlimited attendees	\$125.00

Trainer & Facilitator Biography

Dana Johnson, MSW

Dana Johnson from Wisconsin is a career social worker, practicing in senior level management in state government, county human services, an educator in higher education, and operating a consulting and professional development firm. His experience includes child welfare practice, policy, and reform; transformational organizational leadership and culture change, supervision of teams, continuous quality improvement, and dynamic equity, diversity, and inclusion efforts across micro, mezzo, and macro systems.

- Project Manager
- Small Business Owner
- Educator
- Facilitator
- Mentor
- Coach

Learn more about Dana by visiting [LinkedIn](#). Email Dana with any questions at <mailto:dana@growmylife.org>.

