



Customized Live Webinar for Private Groups

90 minutes: \$995 USD

These engaging live webinars are held on Zoom and designed to support staff (and volunteers) at all levels. In every webinar, your team will learn evidence-based strategies that can help them feel less stressed and more in control, so that they can more effectively care for themselves and keep making an impact for animals. The webinar includes:

- Online **needs assessment** to customize webinar for your group's specific needs
- Live **private webinar** held on Zoom
- **Recording** of webinar for your group to keep
- **PDF workbook** for participants to download and keep

Current Topics:

[MOST POPULAR] Practicing Compassionate Badassery: Compassion Fatigue Foundations for Animal Care Professionals

Focus: Understand Compassion Fatigue (definitions, symptoms, contributing factors), along with other common occupational stressors. Participants will learn practical strategies everyone can implement to reduce work-related stress, build resilience, and increase job satisfaction. This is a comprehensive introduction to the key healthy changes individuals and leadership can make in order to better support staff wellbeing, so they can thrive in the challenging work they do.

This webinar is a good fit for all staff.

Stress First Aid: The 7Cs of Self-Care, Peer Support, and Leadership Action

Focus: Understand the Stress First Aid (SFA) framework to improve recovery from stress reactions in yourself, coworkers, and staff. The SFA model aims to support and validate good friendship, mentorship and leadership in high stress workplaces. Using SFA's 7 core actions everyone will be able to better identify and address early signs of stress reactions in an ongoing way (not just after "critical incidents") for ourselves and others. The goal of SFA is to identify stress along a continuum and to help reduce the likelihood that stress develops into more severe or long-term problems by learning key actions steps.

This webinar is a good fit for all staff.

Pump the Brakes! Reducing Reactivity with the 3 Rs

Focus: Understand how trauma-exposure and the stress response can impact our interactions with others, such as adopters, clients, and coworkers. Learn foundational self-regulation, zone-of-control thinking, and relationship skills that will help staff reduce reactivity to common workplace triggers, respond intentionally, and work more effectively within their "window of tolerance."

This webinar is a good fit all staff.

Self-Care to We-Care: Vicarious Trauma-Informed Organizations

Focus: Understand the various factors that contribute to staff stress and distress in animal welfare work, as well as the different types of trauma exposure they face on the job and how that impacts the brain and behavior. Learn the foundations of vicarious trauma-informed approaches to *organizational-level* policies and practices to better support staff resilience, build a more caring culture, and increase the organization's overall effectiveness.

This webinar is for those in leadership, board, and HR roles only.

Don't Shoot The 2nd Arrow: Getting a Grip on Negative Thoughts

Focus: Understand how thoughts have the power to drain resilience and how to shift our thinking, so that it sustains us. The work we do is difficult and sometimes painful, but we can choose to reduce unnecessary suffering (for ourselves and those we serve) by skillfully working with the stories we tell ourselves. In this webinar we'll learn practical skills to address the perceptions and automatic negative thoughts that shape our experiences, so that we can rest, hurt less, and relate to others with more humility and compassion.

This webinar is a good fit for all staff. Recommended prerequisite: Practicing Compassionate Badassery.

Turning Down the Heat: Intro to Verbal De-Escalation Skills

Focus: Understand what emotional escalation is, how to avoid common causes of agitation, and the basic skills needed to address emotionally escalated staff members and the public (as well as yourself!) using a trauma-informed lens. This is a practical introduction to the basic skills needed in order to engage in effective verbal de-escalation on the job while interacting with people who are feeling distressed, angry, and frustrated.

This webinar is a good fit for all staff, including supervisors and/or those who work with the public. Recommended prerequisite: Practicing Compassionate Badassery or Pump the Brakes.

Half Day Online Workshops

4 Hours: \$2495

These engaging workshops are held on Zoom and designed to support everyone, from leadership to front line staff, in learning how to better care for themselves and each other.

The workshops last 4 hours, including two 15-minute breaks, and the following:

- Online **needs assessment** to customize workshop for your group's specific needs
- Live **private workshop** held on Zoom
- **Recording** of workshop for your group to keep
- **PDF workbook** for participants to download and keep

The longer online workshops allow for a deeper exploration of topics and participants have additional time to discuss, practice, and create post-workshop action steps.

Most topics are available as a half day session, however some topics are better suited towards leadership, while others are a good fit for everyone on staff. One additional topic is **available in half day session format only**:

Supporting Our Staff: Supervision Skills in Complex Stress, Trauma-Exposed Work

Focus: Understand how to better support staff via increasing protective factors and minimizing risk factors through core supervision skills. Participants will learn how to recognize important changes in themselves and their team, how to offer supportive accountability, practice active listening, reflective conversations, and debriefing, as well as simple ways to support wellbeing together. This is an introduction to reflective, trauma-informed supervision.

This workshop is a good fit for managers, supervisors and leaders who already have a basic understanding of compassion fatigue, burnout, and secondary traumatic stress. Recommended prerequisite: Practicing Compassionate Badassery and/or Self-Care to We-Care.

[Schedule a free consultation call with Jessica](#) to discuss your needs and we'll figure out which training and topic would best serve your organization!

FREQUENTLY ASKED QUESTIONS

What are the next steps?

Webinar: First, we'll find a mutually agreeable date for your webinar. Use this calendar to choose a time that works for you: <https://jessicadolce.as.me/webinar> or if nothing works for you, please [email Jessica](#).

Once a date is selected, you will then receive an invoice (full payment is required to hold the date for the live event). Next, you'll receive an online needs assessment. This assessment can be shared with your group and will help Jessica customize the webinar or workshop.

Finally, you will receive a Zoom link for the webinar and a PDF workbook for participants to use during the live event. After, you will receive a recording to keep.

Half Day or In-Person Workshop: First, we'll need to work together to choose a topic and find a date for your workshop. To do so, please use this calendar to [set up a free call](#) with Jessica. If there are no available appointments on the calendar, please [email Jessica](#).

What kind of tech set-up do we need for the *webinar*?

This private webinar is held on Zoom. You can watch as a group and/or individuals can join live from any location or device. Staff do NOT need to be in a large group in one location in order to watch. They can join individually or in small groups from devices in various locations.

If you are watching as one large group: please assign one person to be in charge of the microphone, typing questions from the group into the chat box, etc. You may wish to use a projector to broadcast the webinar from your computer onto a screen or wall. You will be able to hear me via your computer's speakers. You may wish to use external speakers, if this is a large group, so everyone can hear more easily.

Participants do not need cameras on their devices in order to attend the live webinar. Participants can use their mics (not required) or the chat function to communicate during the webinar.

What kind of tech set-up do we need for the *half day workshop*?

The workshop is also held on Zoom. You can join the workshop as a group from one location and/or individuals can join from various locations and devices. Participants do NOT need to be in a large group in one location to participate. They can join individually or in small groups of 2-3 ppl from devices in various locations.

If you are joining the workshop as one large group in one room, please note that your audio set-up really matters. In order for large group discussions to be successful, Jessica needs to be able to hear each person clearly. This is typically not possible with the average audio/microphone setups in shelter offices. The organization must provide the group with a quality conferencing microphone, [see example](#).

If that is not possible, a cell phone can be used as a portable microphone for the group OR the workshop can be modified to reduce discussion. Other experiential activities for the group will be provided instead. Not sure? We'll discuss this prior to the workshop!

What if staff can't make it live? When do we get the recording? Can we keep it?

A recording will be provided within 1-4 business days of the webinar. The recording is yours to keep and share with your staff. If a group of people can't join live because of work duties, you might schedule a "watch party" at another time, so they can watch the recording as a group.

We want to schedule more than one webinar. Does the cost change?

No, the cost remains the same.

How do we integrate what we've learned after the live webinar?

You will receive *group discussion prompts* to help you talk with your staff about what they've learned and how you can make constructive changes together. You might plan for a group discussion immediately after the webinar ends or you can have a discussion in future team meetings to debrief and commit to action steps. You also have the option to enroll staff in The Compassion in Balance Program's other training options, such as the self-study course or the team trainings.

Further Questions? Please contact Jessica at jessica@jessicadolce.com

BIO: Jessica Dolce is a Certified Compassion Fatigue Educator receiving her training through The Figley Institute and Tend Academy. She brings 20 years of experience working with and for companion animals to her signature offer, The Compassion in Balance Program, for animal welfare professionals.

She is an adjunct faculty member at The Shelter Medicine Program at the University of Florida and has worked with organizations such as the ASPCA, HSUS, Animals Asia, and the International Association of Animal Behavior Consultants. She holds a Master of Science in Adult and Higher Education degree and certificates in stress management, mindfulness facilitation, and positive psychology coaching.

TESTIMONIALS

"Jessica has a unique ability to combine evidenced-based practices and important theoretical frameworks with the front-line needs of employees and management. She infused everything she does with a sense of curiosity, empathy, and expertise. The value she added to our organization has made her one of the most respected experts in the field of workplace stress, compassion fatigue, and self-care. She is my go-to resource." - Nathan Brisby, Learning & Development ASPCA

"I received numerous compliments about your session from staff – your work and style really seemed to resonate with them. I received more positive feedback for you than any other guest speaker we've had." – J. Gutierrez, COO Animal Legal Defense Fund

"Your webinar was truly restorative, and needed! I would encourage all shelter leaders to seek Jessica's courses to support staff during this difficult time." C. Daly, ED, SPCA Serving Erie County

"You bring the latest evidence-based embodied approach to compassion fatigue and present it in tangible ways so that everyone can walk away with something." – B.D. Wildlife Veterinarian

"I checked in with our team at the shelter and everyone I spoke with had all positive feedback about the webinar. I thought the information provided was amazing and we hope to continue working with you in the future." – E.R., Executive Director, Municipal Shelter

"Everyone agreed it was one of the best workshops to date! 100% of respondents said the overall program was "Excellent" or "Very Good." These were some of the most positive survey results I have seen in my time running Animal Welfare University." – Ashley Marshall, CT Humane Society

"Jessica is an energetic and engaging speaker. I appreciate the levels of discussion moving from theoretical into ultra-practical and easy to remember. Even now I feel a bit less stressed, a bit more focused and a bit more capable."- Megan, Maine Department of Agriculture