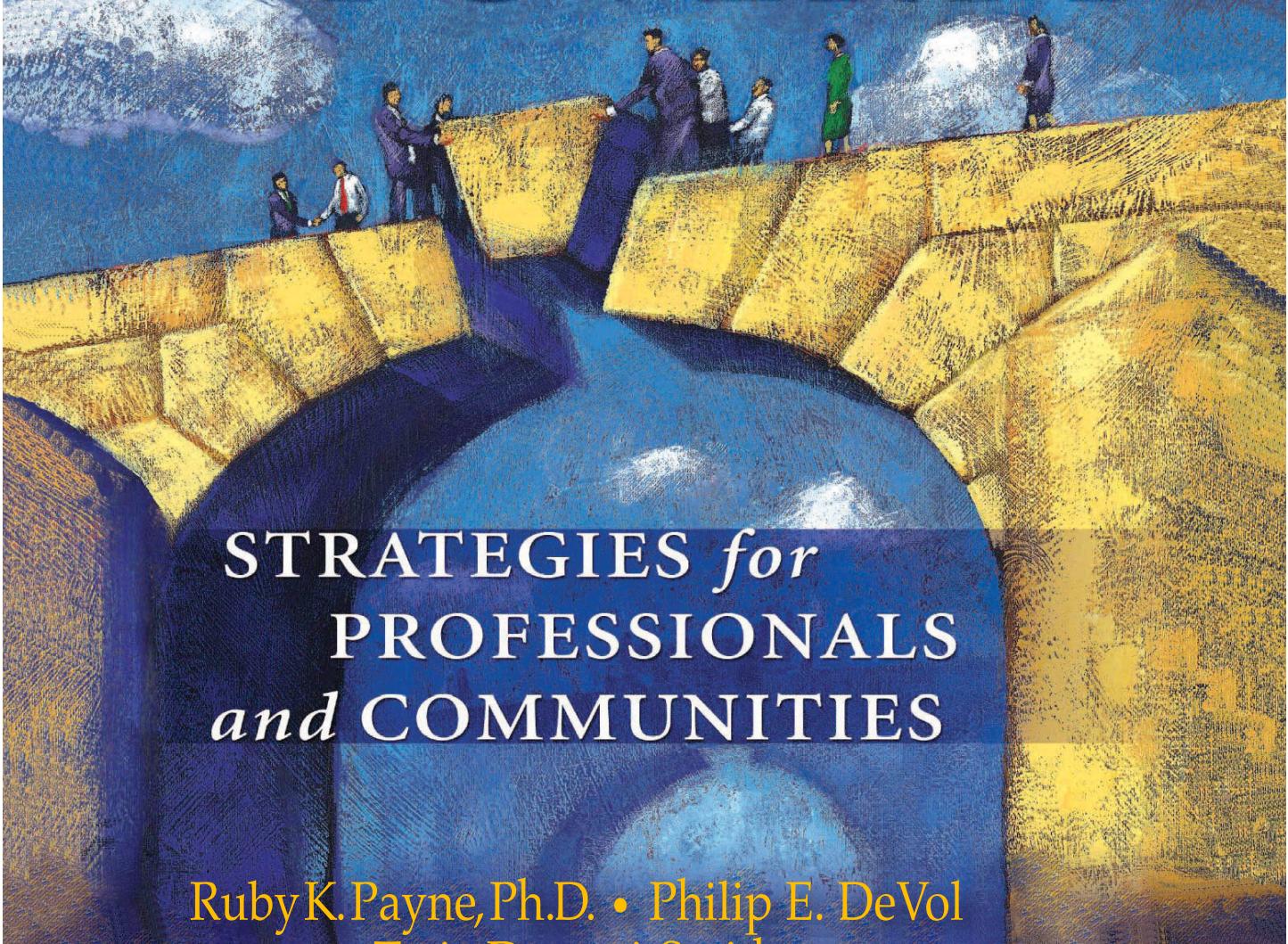


Trainer
Certification
Conference Agenda

The Triple Lens: An Individual,
Institutional, and Community/Policy Focus
March 30–April 1, 2015 • St. Louis, Missouri

BRIDGES *out of* POVERTY



STRATEGIES *for*
PROFESSIONALS
and COMMUNITIES

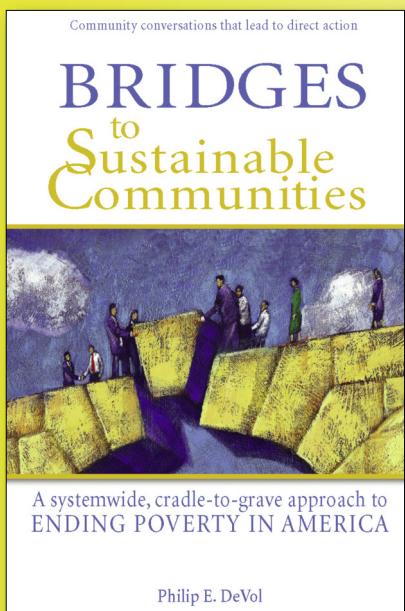
Ruby K. Payne, Ph.D. • Philip E. DeVol
Terie Dreussi-Smith

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CONFERENCE SWEET DEALS

Bridges to Sustainable Communities

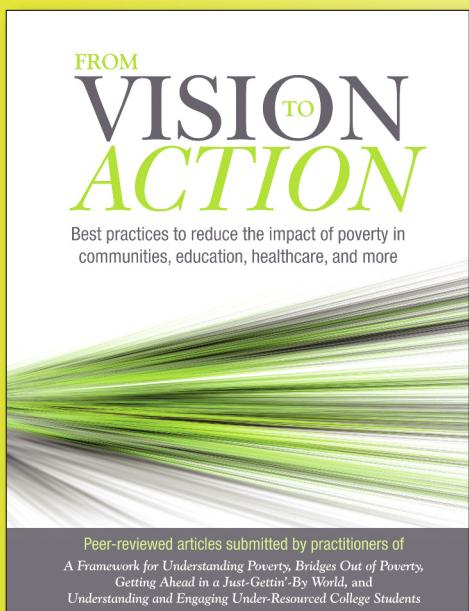


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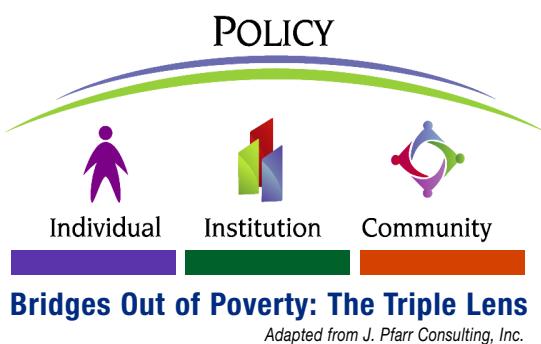
CHANGING LIVES ➤➤➤



Trainer Certification

The Triple Lens: An Individual, Institutional, and Community/Policy Focus

The Bridges Out of Poverty Certification uses a “Triple Lens” of Individual, Institutional, and Community/Policy applications to bring the Bridges concepts into clear focus. This model allows the Certified Trainer to experience a more complete spectrum of points of view essential to presenting the Bridges concepts and strategies to an *entire* community. This includes individuals from all perspectives and roles: those who primarily work with individuals; those who design programs and develop institutional procedures and policies; those who work to knit together community programs and initiatives; and those who are systems movers and policy developers at the community level, state level, and beyond.



The Triple Lens also gives the Certified Trainer a much broader frame of reference that moves beyond the formal PowerPoint presentation format into interactive approaches that coach and coax all of us—organizations, agencies, and communities—toward change. This change includes how we establish, build, and guard relationships of mutual respect in diverse settings; co-investigate realities together; and finally, listen to one another. These goals are not easy given the fact that we are different in so many ways, but the power of the lenses is that they show us (1) *what* the realities are, (2) *why* they hold great significance and meaning, and (3) the *how* of this work. The *how* centers on the Bridges insights and the practice of inviting all economic classes to join the conversation and share decision-making roles at the Individual, Institutional, and Community/Policy levels.

All Three Days

7:00 – 7:45 AM	Breakfast	Cupples Ballroom
7:00 AM – 5:00 PM	Product Table Open	Promenade Foyer
7:15 – 8:00 AM	Registration	Promenade Foyer

Day One: Monday, March 30

8:00 – 9:30 AM	Welcome/Introduction to Trainer Certification Process <i>Table Exercise: Triple Lens Process—Individual, Institutional, Community/Policy Lenses</i>	Promenade Ballroom
9:30 – 10:45 AM	Individual Lens <i>Module 1: Mental Models of Economic Class</i>	Promenade Ballroom
10:45 – 11:00 AM	Break	Promenade Foyer
11:00 AM – 12:30 PM	Individual Lens <i>Module 2: Research Continuum on Causes of Poverty</i>	Promenade Ballroom
12:30 – 1:15 PM	Lunch	Cupples Ballroom
1:15 – 2:00 PM	Individual Lens <i>Module 3: Key Points and Bridges Constructs</i>	Promenade Ballroom
2:00 – 2:15 PM	Break	Promenade Foyer
2:15 – 3:30 PM	Individual Lens <i>Module 4: Hidden Rules</i>	Promenade Ballroom
3:30 – 4:00 PM	Individual Lens <i>Module 5: Language</i>	Promenade Ballroom
4:00 – 4:30 PM	Individual Lens <i>Module 6: Family Structure</i>	Promenade Ballroom
Evening on Your Own		



Trainer Certification

Day Two: Tuesday, March 31

8:00 – 9:15 AM	Individual Lens <i>Module 7: Resources</i>	Promenade Ballroom
9:15 – 9:45 AM	Break	Promenade Foyer
9:45 – 10:30 AM	Individual Lens <i>Module 8: Relationships</i>	Promenade Ballroom
10:30 – 11:15 AM	Practical Matters	Promenade Ballroom
11:15 – 11:30 AM	Break	Promenade Foyer
11:30 AM – 12:45 PM	Institutional Lens <i>Module 9: Tools for Applying Bridges Concepts</i>	Promenade Ballroom
12:45 – 1:15 PM	Lunch	Cupples Ballroom
1:15 – 2:30 PM	Institutional Lens <i>Module 10: States of Change and Motivation</i>	Promenade Ballroom
2:30 – 2:45 PM	Break	Promenade Foyer
2:45 – 4:00 PM	Institutional Lens <i>Application of Modules 1–2</i>	Promenade Ballroom
4:00 – 5:00 PM	Institutional Lens <i>An Introductory Conversation on Intersections of Poverty and the 'isms'</i>	Promenade Ballroom
	Evening on Your Own	

Day Three: Wednesday, April 1

8:00 – 8:30 AM	Institutional Lens: Building Engagement <i>Working Across Sectors to Address Poverty and Achieve a Sustainable Community</i>	Promenade Ballroom
8:30 – 9:45 AM	Institutional Lens <i>Application of Modules 3–5, 7</i>	Promenade Ballroom
9:45 – 10:00 AM	Break	Promenade Foyer
10:00 – 11:15 AM	Institutional Lens <i>Design/Redesign: The Client Life Cycle</i>	Promenade Ballroom
11:15 – 11:30 AM	Break	Promenade Foyer
11:30 AM – 12:45 PM	Community/Policy Lens <i>Application of Modules 1–2</i>	Promenade Ballroom
12:45 – 1:15 PM	Lunch	Cupples Ballroom
1:15 – 2:30 PM	Community/Policy Lens <i>Application of Modules 3–5, 7</i>	Promenade Ballroom
2:30 – 2:45 PM	Break	Promenade Foyer
2:45 – 4:00 PM	Community/Policy Lens: Communities of Practice <i>The Four Pillars of Bridges Work</i>	Promenade Ballroom
4:00 – 4:25 PM	Community/Policy Lens: Getting Ahead <i>Engaging People in Poverty in the Bridges Community of Practice</i>	Promenade Ballroom
4:25 – 4:30 PM	Adjourn Training	



Trainer Certification

Day One Individual Lens

8:00 – 9:30 AM

Welcome, Introduction to Trainer Certification Process

Table Exercises: Triple Lens Process—Individual, Institutional, Community Policy Lenses

9:30 – 10:45 AM

Module 1: Mental Models of Economic Class

How powerful are the environments in which we live? This topic investigates economic class environments using mental models and targets how these experiences form a variety of perspectives and perceptions essential to working together to solve issues surrounding economic class.

11:00 AM – 12:30 PM

Module 2: Research Continuum on Causes of Poverty

This segment reviews the research continuum on the causes of poverty and the strategic grid that can be used to mitigate poverty by employing strategies that target all four areas of research: individual choice/behavior, human and social capital, exploitation, and political/economic structures.

1:15 – 2:00 PM

Module 3: Key Points and Bridges Constructs

Participants examine the basic tenets that ensure this work and research are embedded in respect, inclusion, and foundational principles.

2:15 – 3:30 PM

Module 4: Hidden Rules

Have you ever broken a hidden rule? This segment investigates the unspoken cues and habits of socioeconomic class environments and the impact that these generally unspoken mechanisms have on individuals and relationships.

3:30 – 4:00 PM

Module 5: Language

At some point, most of us have wished we could take back our words. Participants explore the essential pursuit of respectful communication, conversation, and dialogue. This module offers explicit information and strategies specific to the five registers of language, discourse patterns, and the impact on casual and formal language registers between/among individuals within each economic class, as well as between/among individuals in diverse economic class environments.

4:00 – 4:30 PM

Module 6: Family Structure

We have all heard the old axiom “family comes first.” This segment focuses on the significance of the range of interpersonal relationships involving family within class environments.

Day Two Individual Lens

8:00 – 9:15 AM

Module 7: Resources

The Bridges Out of Poverty work is based on this definition of poverty: “Poverty is the extent to which an individual does without resources.” We may experience financial poverty, yet we may be “rich” in human compassion. We have identified economic class environments and the similarities of our experience; now we take a different approach as we investigate resources that allow us to look for the strengths of individuals. We focus on how we analyze our own resources and work together to build new resources based on strengths. Within this module, we develop and share (1) models of resource analysis, (2) best practices and strategies, and (3) questions that move us toward a strength-based approach. This completes the circle of the learning journey from Module 1’s focus on environments to the indelible power of both human social capital and individual capacity.

9:45 – 10:30 AM

Module 8: Relationships

Is just being courteous and polite enough? Building relationships of mutual respect across economic classes can be challenging. This module uses a Bridges lens in tandem with relational skill practice to establish a directive and creative process for what some may believe is a “given.” Participants will investigate and practice skills and review social capital models they can pass along to anyone working in a middle class environment and seeking to establish positive interactions with individuals in the concrete experience of generational poverty.

Practical Matters—REQUIRED SESSION

Day Two 10:30 – 11:15 AM

During this time the parameters of your agreement with aha! Process will be explained. You will have the opportunity to ask questions about your role as a Bridges Certified Trainer. A Bridges consultant will be available to address questions regarding suggested agendas for an overview, half-day, or full-day Bridges presentation. Parameters for materials used for your presentation will be clarified. The Bridges Community Engagement Manager will facilitate the session.

Day Two Institutional Lens

11:30 AM – 12:45 PM

Module 9: Tools for Applying Bridges Concepts

This module thoroughly explains mediation and how to use it effectively on the job. During this session the three “voices” (child, parent, adult) are reviewed and explored, focusing on their impact on interpersonal communication and relationships.

1:15 – 2:30 PM

Module 10: States of Change and Motivation

Who is making the argument for change? This session explores a continuum of barriers to change, then moves to change models that help middle-class individuals move away from the “righting reflex” and assist others in making the argument for their own change. Skill practice on these models is laced with the Bridges constructs of economic class. Change models include the stages of change, motivational interviewing, the “fix it” approach versus the “motivational” approach, and the use of mental models that communicate the vital nature of both social capital and change. Participants have the opportunity to analyze their role in assisting others in reframing their perceptions and skill base regarding the change process of individuals in generational poverty.

2:45 – 4:00 PM

Application of Modules 1–2

In this segment participants will learn about and explore how the customer life cycle, theory of change, and collaboration affect the institution. They will analyze elements of the three mental models of class (poverty, middle class, wealth) and discuss how they affect the institution. They also will complete the Community Sustainability Grid at the institutional level, as well as learn about the complexities of exploitation.

4:00 – 5:00 PM

An Introductory Conversation on Intersections of Poverty and the ‘isms’

In this segment, participants will gain insight into the complexities of where poverty intersects with ageism, racism, sexism, able-bodyism, and other ‘isms.’

Day Three Institutional Lens

8:00 – 8:30 AM

Building Engagement: Working Across Sectors to Address Poverty and Achieve a Sustainable Community

This session provides a short overview of best practices from communities fully engaged with all sectors in a Bridges initiative, with time for Q&A at the end.

8:30 – 9:45 AM

Application of Modules 3–5, 7

Participants explore how an institution can uphold the Bridges constructs. The session reviews the hidden rules of economic class and investigates how they are lived out within an institution. This includes analyzing to what extent programs within the institution are set up from a middle-class mindset. They also will explore how language affects the success rate of the institution. Tools are provided so members of an institution can analyze how the issue of resources is being addressed. Is the institution identifying specific resources and helping people build them?

10:00 – 11:15 AM

Design/Redesign: The Client Life Cycle

This segment teaches participants how to identify and use concrete tools to analyze an institution and introduce change. Resources to support front-line staff, management, and leadership are provided to assist people with designing or redesigning programs that can incorporate the Bridges constructs.

Day Three Community/Policy Lens

11:30 AM – 12:45 PM

Application of Modules 1–2

This session provides Certified Trainers with a way to conduct study groups in three one-hour sessions. Participants learn how to analyze policies through the Bridges Triple Lens, explore how Bridges Steering Committees (BSCs) can learn from Getting Ahead workgroups, and build awareness of rankism (defined as an assumption of superiority) in the workings of the BSC. Participants investigate community risk factors and the U.S. ranking on the quality-of-life indicators of the worldwide Organization for Economic Cooperation and Development. After creating a mental model of communities at risk, participants learn how to engage leaders from all political persuasions and how to use Bridges tools to plan comprehensive strategies for the community. Finally, participants explore old and new wealth-creating mechanisms and review best practices from the Bridges Communities of Practice.

1:15 PM – 2:30 PM

Application of Modules 3–5, 7

What is it about Bridges constructs that makes them unique and valuable to communities? Certified Trainers analyze hidden rules, language, resources, and core constructs through the Community/Policy Lens. Participants explore ways that communities can build resources and move from a needs-based model to an initiative-based model. A case study showing how one community enhanced language experience in early childhood is used to illustrate how Bridges constructs were applied.

2:45 – 4:00 PM

Communities of Practice: The Four Pillars of Bridges Work

This session defines and explains the elements of the Bridges Communities of Practice. Certified Trainers learn how to present information on developing a Bridges Steering Committee, as well as how to access the body of knowledge developed by the Communities of Practice. Updates are provided on new best practices, research and development, resources and support from aha! Process, and partnership agreements and activities.

The four pillars are:

1. Innovation in the application of Bridges constructs at Individual, Institutional, and Community/Policy levels
2. Independent research/evidence/Community Collaboration Inc. (CCI)
3. Sophisticated websites and social networking to transfer knowledge
4. Linkages to foundations and other funding sources for Bridges sites and Communities of Practice

4:00 – 4:25 PM

Getting Ahead: Engaging People in Poverty in the Bridges Community of Practice

This session is an overview of Getting Ahead in a Just-Gettin'-By World and prepares planners to introduce Getting Ahead in their organization or community. The information is helpful to funders, sponsors, and facilitators of Getting Ahead. This overview includes information on the philosophy, content, process, costs, and evaluation of Getting Ahead groups. Some time also is given to the development of supports for Getting Ahead graduates as they work on building their resources and make the transition out of poverty.



Offering you the tools you need to meet your goals!

We have the resources and tools you need to be successful in using the Bridges Out of Poverty Triple Lens—Individual, Organizational, and Community Sustainability.

- ◆ Stay on the cutting edge of **information and strategies** with resources, articles, and tools.
- ◆ Stay connected with **Bridges Communities of Practice and champions** by sharing information and helping one another on the discussion pages of the Bridges website.

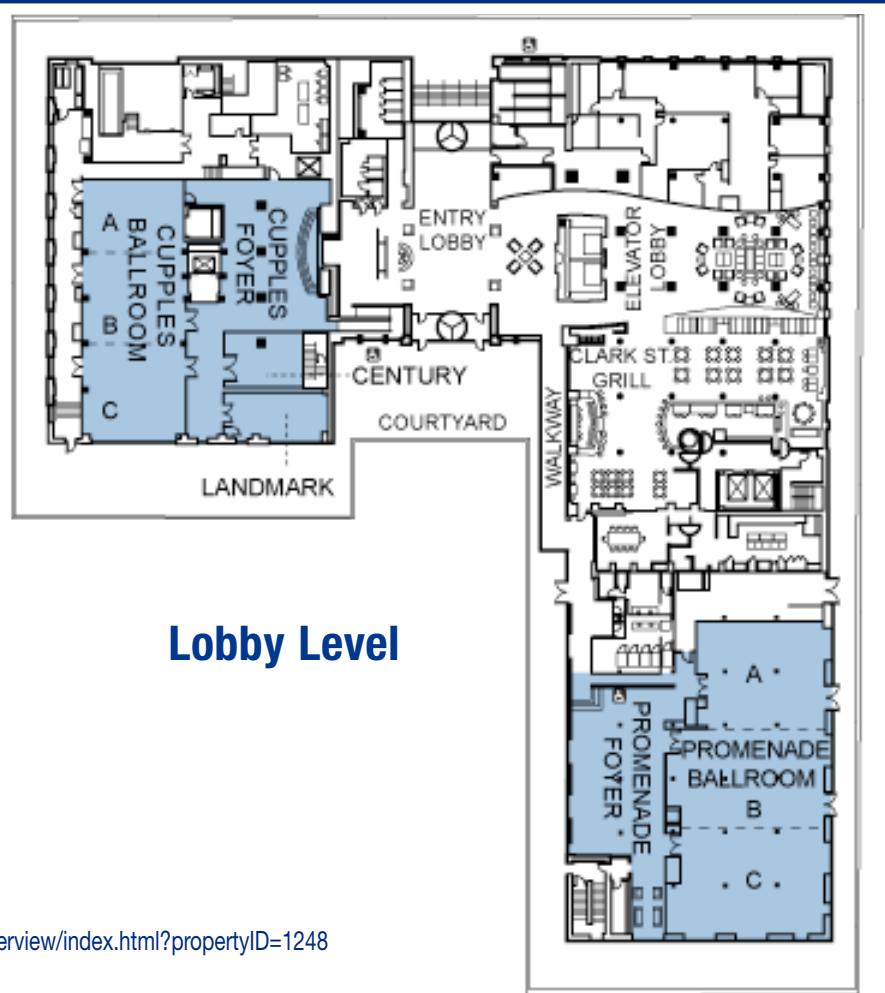


Expand your community capacity with **specific sector workshops**, such as:

- ◆ Higher Education: Understanding and Engaging Under-Resourced College Students and Investigations into Economic Class in America
- ◆ Health Sector: Bridges into Health
- ◆ Criminal Justice System: Understanding Class for Law Enforcement and Bridges Out of Poverty
- ◆ And much more!



Embark on an **exciting, ongoing learning journey** by discovering how Getting Ahead in a Just-Gettin'-By World is changing lives and creating new conversations at the community level.



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