



TELLUS MATER
Training & Assessment

Courses and Services Catalogue

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www.tellusmaterinternational.com

Dr. Mary Clisbee, Founder

*A HUBZone certified, economically disadvantaged
women-owned small business*

(786) 277-1853

mclisbee@tellusmaterinternational.com

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Introduction

The Tellus Mater International Training and Assessment Collective (Tellus Mater) is a HUBZone certified, women-owned, small business established in 2022 with two distinct departments: 1) Organizational Development and 2) Global Health. Tellus Mater is a diverse collective of experienced; accomplished; social-minded; multilingual; women, minority leaders and others who are dedicated to improving workspaces, the well-being of society, and the improvement of global health. Our organizational development services include strategic planning training, executive coaching, assessment, and curriculum development. We are gathered from the fields of leadership and administration, research, education, and healthcare. We bring together our collective centuries of professional experience in the field coupled with extensive training experience.

Our **senior level contractors** are recognized subject matter experts in their fields and hold doctoral and master's degrees. Our Organizational Development Department has provided training and curriculum development services to dozens of U.S. government agencies on topics including leadership, change management, team building, DEIA, strategic planning among other topics. This department has also designed and conducted federal agency DEIA barrier and root cause analyses and DEIA landscape assessments. Our curriculum development and instructional design team hold advanced degrees in adult education, e-learning, pre-k through grades 12+, higher education, and school leadership. Our Global Health Department leaders hold terminal degrees (PhD, EdD, MD), have extensive international experience in global health and are multi-lingual (French, English, Spanish, Haitian Creole). Members of this department include physicians, researchers, data analysts, data collectors, transcribers and translators, and research assistants. These three departments combine their knowledge and expertise to bring rich, thoughtful, robust consulting services to our valued clients.

Most of our courses and services are offered in multiple languages. We offer onsite, virtual and hybrid course delivery. We conduct an end-of course evaluation survey for each and every course and use this feedback to improve our practice. We adhere to best-practices in adult learning and offer carefully aligned, standards based curriculum. Certificates of completion are provided upon submitting the end-of-course survey.

Our catalogue highlights our most popular off-the-shelf courses, our curriculum team can customize these courses specifically for our clients' unique needs, or we can build bespoke courses at the client's request.

In addition to the exceptional quality of all our products and services, what sets us aside is our commitment to carefully and closely accompany our clients throughout the service delivery process and beyond. We are readily available, have very quick response rates to emails and phone calls, are flexible, friendly and highly professional. We build relationships that will endure over time.

Contact us at info@tellusmaterinternational.com or call us at (786) 277-1853.

Executive Leadership Courses

Tellus Mater International Training Department delivers courses in executive leadership that are designed to equip current leaders with the essential skills, knowledge, and strategic perspectives needed to navigate complex organizational challenges, create a culture in which employees are highly engaged and satisfied, and drive sustainable change. These courses typically focus on advanced leadership principles, such as strategic thinking, decision-making, change management, and fostering innovation. Participants explore frameworks for effective leadership communication, stakeholder management, and building high-performance teams. Through case studies, experiential learning activities, direct instruction and practical simulations, executives enhance their ability to lead with vision, influence organizational culture, and make strategic decisions that align with organizational goals. By integrating theory with real-world application, courses in executive leadership prepare leaders to thrive in dynamic business environments, inspire organizational excellence, and achieve long-term strategic objectives.

Leading Change I

Leading Change I is designed to equip participants with the knowledge and skills necessary to effectively drive and manage change within organizations. Through a blend of theoretical frameworks and practical applications, participants will explore the dynamics of change, including resistance, communication strategies, and the role of leadership in fostering a culture of adaptability. The course emphasizes hands-on learning through instructor led discussion, group projects, and interactive simulations, preparing participants to lead transformational initiatives, engage stakeholders, and navigate the complexities of organizational change in diverse settings.

Leading Change II

Leading Change II is an advanced course designed to deepen participants' understanding of the strategies and practices essential for effectively managing organizational change. Building on foundational concepts from our introductory course Leading Change I, this course explores complex change scenarios, including large-scale transformations, cultural shifts, and technological innovations. Participants will engage in direct instruction, simulations, and practical application to develop skills in change leadership, stakeholder engagement, and resistance management. Emphasis is placed on applying theoretical frameworks to practical situations, preparing participants to lead and sustain successful change initiatives in diverse organizational settings.

The New Science of Building Great Teams

The New Science of Building Great Teams is an innovative course that delves into the latest research and methodologies for creating high-performing teams in modern organizations. By integrating insights from behavioral science, psychology, and organizational theory, participants will learn how to identify and cultivate key traits of successful teams, including effective communication, collaboration, and leadership.



The course emphasizes data-driven approaches to team building, utilizing real-world examples, interactive activities, and practical tools to enhance team dynamics and performance. Participants will emerge with a robust understanding of how to construct and sustain cohesive, resilient, and highly effective teams.

Supervision and Evaluation in the Hybrid Workspace

Supervision and Evaluation in the Hybrid Work Environment explores the dynamic landscape of managing and evaluating employees who work off-site or in hybrid work environments. This course delves into effective strategies for supervising distributed teams, emphasizing the integration of technology and human-centered leadership practices. Topics include remote performance evaluation methods, fostering collaboration across physical and virtual spaces, leveraging digital tools for feedback and coaching, and adapting traditional supervisory frameworks to accommodate flexible work arrangements. Participants will gain insights into the challenges and opportunities presented by hybrid work environments, equipping them with the skills to cultivate productive, inclusive, and resilient teams in today's evolving workplace.

Communication Strategies that Work!

Communication Strategies that Work is a creative exploration of effective communication principles and practices essential for leading success in diverse professional contexts. This course focuses on honing verbal, nonverbal, and digital communication skills to enhance clarity, persuasion, and relationship-building. Emphasizing active listening, empathetic communication, and cultural competence, participants will learn to navigate challenging conversations, deliver impactful presentations, and leverage communication technologies effectively. Through direct lecture, role-playing exercises, and real-world simulations, participants will develop practical strategies for communicating across teams, stakeholders, and organizational hierarchies, preparing them to excel as confident and adaptable communicators in today's interconnected global landscape.

Returning Remote and Hybrid Employees to the Office: Leading the Transition

Returning Remote and Hybrid Employees to the Office: Leading the Transition is a specialized course designed to equip organizational leaders with the tools and strategies necessary to navigate the transition of remote and hybrid teams back to physical office spaces effectively. This course delves into developing novel return-to-office plans that prioritize employee well-being, engagement, and productivity while managing logistical and operational challenges. Topics include change management strategies, hybrid work model implementation, workspace redesign for flexibility and collaboration, fostering a cohesive corporate culture across physical and virtual environments, and leveraging technology to support seamless integration. Participants will gain insights into creating inclusive and sustainable workplace environments that optimize both employee satisfaction and organizational performance in a post-pandemic era.



The “Soft Skills” of Executive Leadership

The “Soft Skills” of Executive Leadership is an advanced course tailored for executive leaders seeking to master the interpersonal and emotional intelligence skills crucial for effective leadership in today’s complex business landscape. This course focuses on refining abilities such as strategic communication, empathy, conflict resolution, and decision-making under uncertainty. Participants will explore techniques for fostering a positive organizational culture, nurturing talent, and building cohesive, high-performing teams. Through case scenarios, experiential learning exercises, and personalized coaching, participants will develop the confidence and acumen to navigate diverse stakeholder relationships, drive organizational change, and lead with resilience and authenticity in dynamic and competitive environments.

Strategies for Self-Preservation as an Executive Leader

How to Build your Leadership Flak Jacket: Strategies for Self-Preservation as an Executive Leader is a specialized course designed to equip senior executives with essential skills and strategies to navigate high-stress environments and sustain long-term leadership effectiveness. This course emphasizes proactive techniques for managing stress, maintaining mental and physical well-being, and cultivating resilience in the face of organizational challenges and pressures. Participants will explore mindfulness practices, time management strategies, and effective delegation techniques to enhance personal productivity and leadership presence. Through scenarios, peer discussions, and expert guidance, executives will develop a customized “flak jacket” of strategies to protect and sustain their leadership impact while fostering a supportive and balanced organizational culture.

The Tellus Mater Difference: Business Case “Capstone” Executive Presentation

Tellus Mater leadership training courses may, predicated upon the client’s interest, culminate with a Capstone Business Improvement presentation, where the participants prepare a business case presentation and deliver it to their senior leadership. A leadership capstone course is a culminating academic experience designed for participants to synthesize and apply their knowledge of leadership theories and practices in a low-risk environment. The capstone serves as an integrative experience, bridging academic learning with practical leadership applications. Participants select a real-world area of improvement that they feel can be improved upon with the skills they have learned. Students have the opportunity to practice and apply new skills like creating a business presentation using the Tellus Mater A-B-C model. The Capstone Business Improvement presentation is held at the conclusion of the skill training sessions and is a 10 minute, 10 slide business improvement presentation given by the students and is the embodiment of what participants learned in the training.

Leadership & Management Courses

Tellus Mater's training department delivers courses in leadership and management development that are designed to cultivate and enhance the capabilities of individuals at various levels of an organization to become effective and visionary leaders, supervisors and managers. These courses typically focus on building essential leadership skills such as communication, decision-making, conflict resolution, and strategic thinking. Participants explore leadership theories, best practices, and practical frameworks through interactive workshops, case studies, and experiential learning activities. Leadership development courses also emphasize self-awareness, emotional intelligence, and the ability to inspire and motivate teams towards achieving organizational goals. By fostering personal growth, building leadership competencies, and promoting a culture of continuous learning and development, these courses prepare participants to lead with confidence, resilience, and innovation in today's rapidly evolving business landscape.

Intrusive Leadership: Becoming THAT Leader

Intrusive Leadership, inspired by Marcus Canady's book *Intrusive Leadership, How to Become THAT Leader*, is a transformative course designed to reimagine traditional leadership paradigms through proactive and purposeful engagement. This course challenges participants to embrace a leadership style that is assertive yet empathetic, emphasizing the importance of deeply understanding and responding to the needs of individuals and teams. Drawing from Canady's insights, the course explores strategies for fostering trust, promoting accountability, and driving organizational change through intentional and intrusive leadership practices. Participants engage in case studies, role-playing exercises, and reflective discussions to develop skills in strategic decision-making, conflict resolution, and inspirational communication. By cultivating a culture of proactive leadership that prioritizes authenticity, innovation, and inclusivity, this course empowers leaders to navigate complexity, inspire high performance, and achieve sustainable success in dynamic organizational environments.

Transformational Leadership

The Transformational Leadership course is designed to empower participants with the skills and mindset to become visionary leaders who inspire positive change within their organizations and communities. This course explores the principles of transformational leadership, focusing on how leaders can motivate and empower others to achieve extraordinary outcomes. Participants delve into topics such as charisma, inspirational motivation, intellectual stimulation, and individualized consideration—the four components identified by leadership expert Bernard Bass. Through interactive lectures, case studies, and experiential learning activities, participants learn practical strategies for fostering innovation, building strong teams, and cultivating a culture of continuous improvement. By emphasizing ethical leadership, personal integrity, and a commitment to collective goals, the Transformational Leadership course prepares participants to lead with purpose, resilience, and impact in a dynamic and evolving business landscape.



Exploration of Leadership Styles

The Exploration of Leadership Styles course offers participants a comprehensive examination of diverse leadership approaches and their impact on organizational dynamics and effectiveness. Through this course, participants explore various leadership theories, styles, and frameworks, ranging from authoritative and transformational to servant and situational leadership. Emphasizing self-awareness and emotional intelligence, the course encourages participants to identify their own leadership strengths and areas for development. Interactive discussions, case studies, and role-playing exercises provide practical insights into how different leadership styles can influence team dynamics, decision-making processes, and organizational culture. By fostering a deeper understanding of leadership diversity and flexibility, this course equips participants with the knowledge and skills to adapt their leadership approach to different contexts, inspire teams, and drive organizational success.

Returning Remote and Hybrid Employees to the Office: Managing the Transition

Returning Remote and Hybrid Employees to the Office: Managing the Transition is a unique course designed to assist organizations in effectively transitioning their remote and hybrid workforce back to physical office environments. This course addresses key considerations such as creating inclusive return-to-office policies, managing employee expectations, redesigning workspace layouts for safety and collaboration, and implementing hybrid work models that balance flexibility with organizational needs. Participants will explore strategies for communication, change management, and employee engagement to ensure a smooth and successful reintegration process. Through practical case scenarios, simulations, and expert guidance, participants will gain the knowledge and skills necessary to navigate the complexities of returning employees to the office while fostering a productive and supportive workplace culture.

Building an Inclusive Workplace

Building an Inclusive Workplace is a transformative course focused on equipping organizational supervisors, managers and HR professionals with the tools and strategies needed to foster an inclusive and equitable workplace environment. This course explores the fundamentals of unconscious bias, its impact on decision-making and organizational culture, and proactive measures to mitigate biases at all levels. Participants will delve into best practices for recruitment, performance evaluation, and leadership development to promote fairness and diversity. Through interactive workshops, actual scenarios, and practical exercises, participants will develop actionable plans to create a workplace where diversity is celebrated, biases are recognized and addressed, and all employees can thrive and contribute to their fullest potential.



Belonging and Psychological Safety

Belonging, and Psychological Safety is an in-depth course designed to equip participants with the knowledge and skills necessary to create and nurture inclusive environments where everyone feels valued and safe. This course examines the interconnectedness of inclusion, belonging, and psychological safety, highlighting their collective impact on team performance, innovation, and individual well-being. Participants will explore key concepts, such as diversity, equity, trust, and open communication, and learn practical strategies to foster a culture where all members feel respected and empowered. Through interactive discussions, case scenarios, and experiential activities, participants will develop the competencies needed to build and sustain environments that support inclusion, belonging, and psychological safety in various organizational contexts.

Intergenerational Leadership Success Strategies

Intergenerational Leadership Success Strategies is a dynamic course designed to prepare leaders to effectively navigate and leverage the diverse perspectives and strengths of a multi-generational workforce. The course explores the unique characteristics, values, and work styles of different generations, from Baby Boomers to Generation Z, and addresses common challenges and opportunities that arise in intergenerational teams. Participants will learn practical strategies for fostering collaboration, enhancing communication, and resolving conflicts among team members of varying ages. Through classroom-based instruction, interactive discussions, and hands-on projects, participants will develop the skills to create inclusive and synergistic work environments that capitalize on the talents of all generations, ultimately driving organizational success.

Supervision of Hybrid or Remote Employees

Supervision of Remote or Hybrid Employees is a specialized course designed to equip managers with the skills and strategies needed to effectively oversee and support employees working in remote or hybrid environments. The course addresses the unique challenges of supervising a distributed workforce, including maintaining productivity, ensuring clear communication, fostering team cohesion, and promoting employee well-being. Participants will explore best practices for leveraging technology, setting expectations, and monitoring performance remotely. Through practical exercises, scenarios, and expert insights, participants will develop the competencies to create a supportive and efficient remote or hybrid work culture, ensuring organizational goals are met while maintaining employee satisfaction and engagement.

Mindset Management: Unleashing Your Potential

Mindset Management: Unleashing Your Potential is a transformative course designed to empower individuals to harness the power of their mindset for personal and professional growth. This course delves into the principles of mindset theory, emphasizing the impact of fixed and growth mindsets on behavior, performance, and overall success. Participants will learn practical techniques for cultivating a growth mindset, overcoming self-limiting beliefs, and developing resilience. Through a combination of interactive discussions, self-reflection exercises, and real-world applications, participants will gain the tools to unlock their full potential, embrace challenges, and achieve their goals with confidence and determination.



Change Management for Supervisors

Change Management for Supervisors is a practical course designed to equip supervisors and managers with the essential skills and strategies needed to effectively lead their teams through organizational change. The course focuses on understanding the dynamics of change, identifying potential resistance, and implementing techniques to facilitate smooth transitions. Supervisors will learn how to communicate change effectively, engage and motivate their team members, and address concerns proactively. Through real-world scenarios, role-playing exercises, and actionable frameworks, participants will develop the confidence and competence to manage change initiatives successfully, ensuring their teams remain resilient, adaptable, and productive during times of transformation.

Employee Wellness

Employee Wellness is a holistic course aimed at promoting the health and well-being of employees within an organization in both an on-site and hybrid work setting. This course covers various aspects of wellness, including physical health, mental well-being, work-life balance, and stress management. Participants will explore effective wellness programs, initiatives, and policies that can be implemented to enhance employee satisfaction and productivity. Through interactive workshops, and expert insights, participants will learn to design and manage wellness strategies tailored to diverse workforce needs. The course emphasizes the importance of a holistic approach to employee well-being, highlighting the positive impact on organizational culture, employee engagement, and overall business performance.

Success Strategies for Onboarding Remote Employees

Success Strategies for Onboarding Remote Employees is a targeted course designed to provide managers and HR professionals with the tools and strategies necessary for effectively integrating new hires into a remote work environment. The course emphasizes the importance of a structured onboarding process in fostering employee engagement, retention, and productivity from day one. Participants will learn best practices for virtual orientation, clear communication, and building a strong organizational culture remotely. Through practical exercises, case scenarios, and expert insights, participants will develop the skills to create novel onboarding programs that ensure remote employees feel welcomed, supported, and fully equipped to contribute to their teams and the organization.

The Art of Having Difficult Conversations

The Art of Having Difficult Conversations is a transformative course designed to empower individuals with the skills and confidence needed to navigate challenging discussions effectively and constructively. This course explores the principles of effective communication, emotional intelligence, and conflict resolution strategies essential for handling sensitive topics with tact and empathy. Participants will learn practical techniques for preparing, initiating, and managing difficult conversations in various personal and professional contexts. Through role-playing, and interactive exercises, participants will develop the ability to listen actively, manage emotions, and reach mutually beneficial outcomes, fostering stronger relationships and promoting a positive work environment conducive to growth and collaboration.

Professional Development Courses

Tellus Mater's training department delivers professional development courses that are designed to enhance the knowledge, skills, and competencies of individuals across various fields and industries, enabling them to stay current and excel in their careers. These courses focus on continuous learning and growth, providing participants with opportunities to deepen their expertise, acquire new technical skills, and develop critical professional competencies such as communication, problem-solving, and project management. Whether through training modules, seminars, workshops, or specialized training programs, our professional development courses offer tailored learning experiences that empower individuals to adapt to industry trends, leverage emerging technologies, and advance their career trajectories. By investing in professional development, individuals gain the tools and insights needed to navigate challenges, seize opportunities for advancement, and contribute effectively to their organization's success in today's competitive global economy.

Inclusion and Psychological Safety

Inclusion and Psychological Safety explores the foundational principles and practices necessary for cultivating environments where all individuals feel valued, respected, and empowered to contribute authentically. This course examines the interplay between inclusion and psychological safety, emphasizing their crucial roles in enhancing team dynamics, innovation, and organizational effectiveness. Participants will delve into key concepts such as diversity, equity, belonging, and trust, gaining insights into how these elements influence workplace culture and productivity. Through interactive discussions, facilitated learning, and practical exercises, participants will learn strategies to promote inclusive behaviors, address bias, and foster psychological safety within teams and across organizational structures. By the end of the course, participants will be equipped with the knowledge and tools to champion inclusivity and create supportive environments where every individual can thrive.

Developing a Strong Relationship with your Supervisor

Developing a Strong Relationship with Your Supervisor is a targeted course designed to equip employees with the skills and strategies necessary to build effective and mutually beneficial relationships with their supervisors. This course explores essential communication techniques, understanding management styles, and navigating professional expectations to foster trust and collaboration. Participants will learn how to set clear expectations, seek constructive feedback, and proactively manage their professional development within the organizational context. Through interactive workshops, role-playing exercises, and real-world scenarios, participants will develop the confidence and competence to navigate challenges, leverage opportunities, and cultivate a productive and supportive working relationship with their supervisors.



Speak Up! Communication within the Workplace

Speak Up! Communication within the Workplace is a dynamic course designed to empower individuals with the essential communication skills needed to thrive in professional environments. This course focuses on enhancing both verbal and non-verbal communication abilities, emphasizing clarity, assertiveness, and active listening. Participants will explore strategies for overcoming communication barriers, managing conflicts constructively, and fostering a culture of open dialogue and mutual respect. Through interactive exercises, guided instruction, and practical simulations, participants will learn to effectively convey ideas, provide feedback, and collaborate with colleagues across diverse teams. By the end of the course, participants will be equipped with the tools and techniques to communicate confidently and effectively in various workplace scenarios, promoting productivity and fostering positive relationships.

How to Develop Monitoring, Evaluation and Learning Plans

How to Develop Monitoring, Evaluation, and Learning Plans is a specialized course designed to equip professionals with the knowledge and skills necessary to design robust monitoring, evaluation, and learning (MEL) frameworks for projects and programs. Participants will learn the fundamentals of MEL planning, including setting clear objectives, defining indicators, and selecting appropriate data collection methods. The course will cover techniques for conducting systematic monitoring activities to track progress, evaluating outcomes against predefined criteria, and leveraging findings for continuous improvement and organizational learning. Through practical exercises, classroom-based teaching, and interactive discussions, participants will gain hands-on experience in developing customized MEL plans tailored to different organizational contexts and project requirements, ensuring effective decision-making and accountability throughout the project lifecycle.

Behavioral Change Communication

Behavioral Change Communication is a specialized course that explores the principles and strategies essential for promoting positive behavioral changes at individual, community, and societal levels. This course delves into theories of behavior change, communication frameworks, and effective messaging techniques aimed at influencing attitudes and actions. Participants will learn to design targeted communication campaigns that address health, social, or environmental challenges, utilizing evidence-based approaches to tailor messages to specific audiences. Through facilitated learning, practical exercises, and interactive workshops, participants will develop the skills to assess behavioral barriers, craft persuasive narratives, and measure the impact of communication interventions. This course equips participants with the tools and insights to design and implement effective behavioral change communication strategies that drive sustainable outcomes and foster meaningful societal impact.



Focus Group Facilitation

Focus Group Facilitation is an introductory course designed to equip participants with the skills and techniques necessary to effectively plan, conduct, and analyze focus group discussions. This course explores the foundational principles of qualitative research methods, emphasizing the role of focus groups in gathering in-depth insights, exploring perspectives, and generating rich data. Participants will learn practical strategies for designing focus group protocols, moderating discussions to encourage open dialogue, and managing group dynamics to ensure productive interactions. Through hands-on exercises, direct instruction, and real-world simulations, participants will develop proficiency in synthesizing qualitative data and extracting actionable insights. By the end of the course, participants will be prepared to confidently facilitate focus groups across various contexts, contributing to informed decision-making and strategic planning within organizations.

Conducting Successful Qualitative Interviews

Conducting Successful Qualitative Interviews is a specialized course designed to equip participants with the essential skills and methodologies for conducting effective qualitative interviews. This course explores the intricacies of qualitative research methods, focusing on the art of crafting open-ended questions, building rapport with interviewees, and eliciting in-depth responses that capture nuanced insights. Participants will learn practical techniques for preparing interview protocols, employing active listening and probing techniques, and managing interview dynamics to ensure a comfortable and productive environment. Through hands-on practice, instructor-led instruction, and constructive feedback sessions, participants will develop proficiency in conducting qualitative interviews across diverse settings and populations. By the end of the course, participants will be equipped with the tools and confidence to conduct insightful and impactful qualitative interviews that yield valuable data for research, evaluation, and decision-making purposes.

Coordinating the Collection of Data on the Field: Culture and Context Matters

Coordinating the Collection of Data in the Field: Culture and Context Matters is a practical course designed to equip professionals with the knowledge and skills necessary to effectively manage and oversee data collection activities in diverse field settings. This course covers essential principles and best practices for planning, organizing, and supervising data collection processes, emphasizing ethical considerations, data integrity, and quality assurance. Participants will learn strategies for selecting appropriate data collection methods, training field staff, and mitigating usual challenges such as logistical constraints and data security risks. Through interactive workshops, direct instruction, and hands-on exercises, participants will gain practical insights into navigating fieldwork complexities, ensuring reliable data acquisition, and maintaining compliance with established protocols. By the end of the course, participants will be prepared to confidently lead and coordinate data collection efforts, contributing to robust and trustworthy data outcomes in research, evaluation, and project management contexts.



Conflict Resolution

Conflict Resolution is a foundational course designed to equip individuals with the skills and strategies necessary to manage and resolve conflicts effectively in both personal and professional contexts. This course explores various conflict resolution styles, communication techniques, and mediation principles aimed at fostering constructive dialogue and finding mutually beneficial solutions. Participants will learn to identify sources of conflict, manage emotions, and facilitate productive negotiations to achieve sustainable resolutions. Through interactive simulations, direct instruction, and practical exercises, participants will develop the ability to navigate diverse conflict scenarios with confidence, promoting collaboration, harmony, and positive relationships within teams and organizations. By the end of the course, participants will be equipped with practical tools and insights to address conflicts proactively, enhance communication, and cultivate a supportive and cohesive work environment.

Decolonizing Education

Decolonizing Education is a critical examination of how educational systems and curricula can perpetuate colonial perspectives, biases, and inequalities. This course challenges traditional Eurocentric narratives by exploring diverse perspectives, knowledge systems, and histories often marginalized or excluded in mainstream education. Participants will engage in discussions on decolonial theories, pedagogies, and practices aimed at promoting inclusivity, equity, and social justice within educational frameworks. Through case scenarios, reflective exercises, and community engagement, participants will explore ways to decolonize curricula, foster culturally responsive teaching approaches, and empower marginalized voices. By the end of the course, participants will gain insights and strategies to actively contribute to a more equitable and inclusive educational environment that honors diverse cultures, histories, and ways of knowing.

Education Courses

Tellus Mater delivers education courses that are designed to equip individuals with the foundational knowledge, skills, and strategies necessary to succeed in the field of education. Participants engage in interactive learning experiences such as lectures, discussions, practical exercises, and scenario-based learning to deepen their understanding and application of educational principles. Education courses also emphasize critical thinking, problem-solving, and reflective practice to help educators adapt to diverse learning environments and student needs. By fostering continuous learning and professional growth, education courses prepare individuals to become effective educators, administrators, and leaders who positively impact student learning outcomes and contribute to the advancement of education as a field.

Developing an Inclusive Curriculum

Developing an Inclusive Curriculum is designed to equip educators and curriculum developers with the knowledge and tools to create learning experiences that reflect and respect the diversity of learners. This course examines principles of inclusive education, emphasizing the importance of representation, equity, and accessibility in curriculum design. Participants will explore strategies for integrating diverse perspectives, experiences, and cultural contexts into instructional materials and learning activities. Through collaborative workshops, guided instruction, and hands-on projects, participants will learn to critically evaluate existing curricula, identify biases, and implement inclusive practices that promote engagement and success for all participants. By the course's conclusion, participants will be prepared to design and implement inclusive curricula that foster a supportive and empowering learning environment for diverse learners.

Instructional Best-Practices for Adult Learners

Instructional Best Practices for Adult Learners is a specialized course that explores effective teaching strategies tailored to the unique characteristics and needs of adult learners. This course examines adult learning theories, emphasizing principles such as self-directed learning, prior experience integration, and practical application of knowledge. Participants will explore evidence-based instructional methods, including active learning techniques, collaborative approaches, and technology integration, aimed at enhancing engagement and retention among adult learners. Through hands-on activities, guided instruction, and reflective exercises, participants will gain practical insights into designing and delivering engaging and relevant learning experiences for adult audiences across diverse educational and professional settings. By the course's end, participants will be equipped with the skills and strategies to foster a supportive and effective learning environment that promotes lifelong learning and professional development among adult learners.



Developing Awareness of Cultural Biases

Developing Awareness of Cultural Biases is a transformative course that invites participants to critically examine their own cultural perspectives and biases. This course explores the concept of cultural competence, emphasizing the importance of understanding and respecting diverse cultural norms, values, and practices. Participants will engage in reflective exercises, scenarios, and interactive discussions to identify implicit biases and their impact on interactions, decision-making, and relationships. Through practical strategies and tools for self-reflection and empathy-building, participants will develop the skills to navigate cultural differences sensitively and effectively in personal and professional contexts. At the course's conclusion, participants will be empowered to cultivate inclusive environments, promote cross-cultural understanding, and contribute positively to diverse communities and workplaces.

Using Teacher's Professional Discretion to Improve Student Performance

Using Teacher's Professional Discretion to Improve Student Performance is a specialized course designed to empower educators with the knowledge and skills necessary to leverage their professional judgment and discretion effectively in enhancing student learning outcomes. This course explores the principles of pedagogical flexibility, assessment strategies, and instructional adaptations tailored to individual student needs and contexts. Participants will delve into evidence-based practices for identifying barriers to learning, implementing differentiated instruction, and providing targeted support to maximize student engagement and achievement. Through interactive workshops, case scenarios, and collaborative discussions, educators will develop the ability to navigate ethical considerations, utilize data-driven decision-making, and foster a supportive learning environment that promotes student success. By the course's conclusion, participants will be equipped with practical tools and insights to optimize their professional discretion in advancing student performance and fostering inclusive educational practices.

Implementing the ADDIE Model of Curriculum Development

Implementing the ADDIE model of Curriculum Development is a foundational course that guides educators and instructional designers through a systematic approach to designing effective educational programs. The course focuses on the five phases of the ADDIE (Analysis, Design, Development, Implementation, and Evaluation) model, emphasizing each phase's importance in creating learner-centered and outcomes-driven curricula. Participants will learn to conduct thorough needs assessments, define learning objectives, design instructional materials and activities, implement strategies for effective deployment, and evaluate curriculum effectiveness through systematic feedback and assessment. Through hands-on projects, direct instruction, and practical exercises, participants will gain proficiency in applying the ADDIE model to develop engaging and impactful curricula that meet educational goals and enhance student learning outcomes.



Social-Emotional Learning

Social-Emotional Learning (SEL) is a specialized course that explores the holistic development of individuals by focusing on the acquisition of skills and competencies essential for emotional intelligence, interpersonal relationships, and overall well-being. This course examines core SEL competencies, including self-awareness, self-management, social awareness, relationship skills, and responsible decision-making. Participants will delve into evidence-based practices and strategies for fostering SEL within educational, professional, and community settings. Through interactive discussions, case scenarios, and experiential activities, participants will learn to integrate SEL into curricula and everyday practices to promote positive behavior, resilience, and academic achievement. At the conclusion of the course, participants will be equipped with the knowledge and tools to nurture a supportive and inclusive environment that enhances individuals' social-emotional development and contributes to their lifelong success.



Global Health & Resource Courses

Tellus Mater International delivers a range of Global Health and International Research courses that offer a comprehensive pathway for individuals seeking to explore and contribute to global health challenges through rigorous research and practical application. Designed to address pressing global health issues, this program combines theoretical knowledge with hands-on experience in international settings. Courses cover diverse topics such as social determinants of health, global health service delivery, and a variety of courses in global health research. Participants engage in interactive seminars, fieldwork, case studies, and collaborative projects that emphasize cross-cultural understanding, ethical research practices, and evidence-based interventions. By equipping participants with skills in data collection, analysis, and interdisciplinary collaboration, this program prepares them to navigate complexities in global health research, advocate for health equity, and contribute to innovative solutions that address health disparities on a global scale.

Social Determinants of Health

Social Determinants of Health is an interdisciplinary course that examines the broader societal and environmental factors influencing individuals' health outcomes. This course explores how social, economic, cultural, and environmental conditions shape access to resources, opportunities, and health-related behaviors. Participants will study the impact of factors such as income inequality, education, housing, employment, and social support networks on health disparities and population health outcomes. Through real-world scenarios, discussions, and critical analysis of public health interventions, participants will gain insights into addressing social determinants to promote health equity and improve overall community well-being. By the course's end, participants will be equipped with the knowledge and strategies to advocate for policies and practices that address underlying social determinants and advance health equity initiatives across diverse populations and settings.

Global Health Service Delivery

Global Health Service Delivery is a specialized course that explores the complexities and challenges of providing healthcare services in diverse global contexts. This course examines the principles, strategies, and innovations essential for delivering effective healthcare to populations worldwide, emphasizing cultural sensitivity, equity, and sustainability. Participants will analyze healthcare delivery systems, explore best practices in resource allocation, and assess the impact of political, economic, and social factors on health outcomes. Through direct instruction, interactive simulations, and practical exercises, participants will develop the skills to design and implement healthcare interventions that address local health needs, promote community engagement, and strengthen health systems. By the course's conclusion, participants will be prepared to contribute to improving health service delivery, advancing global health equity, and enhancing healthcare access for underserved populations.



Developing Monitoring & Evaluation Plans

Developing Monitoring & Evaluation Plans is a foundational course that equips participants with the essential skills and methodologies for designing robust monitoring and evaluation (M&E) frameworks. This course covers the key components of M&E planning, including defining clear objectives, selecting appropriate indicators, and designing data collection methods. Participants will learn to develop systematic approaches for tracking progress, measuring outcomes, and assessing the effectiveness of projects and programs. Through practical exercises, case examples, and interactive discussions, participants will gain hands-on experience in developing tailored M&E plans that align with organizational goals and stakeholder needs. By the course's end, participants will be equipped with the knowledge and tools to implement full-scale M&E strategies that inform evidence-based decision-making, enhance accountability, and drive continuous improvement in various sectors and organizational contexts.

French Medical Terminology for Global Health Practitioners

French Medical Terminology for Global Health Practitioners is a specialized course designed to equip healthcare professionals with the linguistic skills and knowledge necessary to effectively communicate in French-speaking medical environments. This course focuses on developing proficiency in French medical terminology, including anatomical structures, medical conditions, treatments, and procedures. Participants will engage in interactive exercises, role-playing scenarios, and vocabulary drills tailored to healthcare contexts, enhancing their ability to provide accurate diagnoses, treatments, and patient care in French-speaking settings. Through practical application and cultural immersion activities, participants will gain confidence in navigating language barriers, promoting effective communication, and delivering quality healthcare services to Francophone patients and communities globally.

Conducting Interviews and Focus Groups

Conducting Interviews and Focus Groups is an introductory course that equips participants with the skills and methodologies necessary to conduct insightful qualitative research. This course covers the fundamentals of designing interview and focus group protocols, including question development, participant recruitment strategies, and ethical considerations. Participants will learn practical techniques for creating a conducive environment, building rapport, and facilitating open discussions to elicit rich data and diverse perspectives. Through hands-on practice, instructor-led discussion, and simulated exercises, participants will develop proficiency in moderating interviews and focus groups, analyzing qualitative data, and drawing meaningful insights to inform research, evaluation, or decision-making processes across various fields and settings. By the course's end, participants will be prepared to confidently lead qualitative data collection efforts, contributing to informed decision-making and impactful research outcomes.



Transcription: The Art of Creating Professional Transcripts

Transcription: The Art of Creating Professional Transcripts is a specialized course that focuses on developing the skills and techniques required to accurately and efficiently transcribe audio recordings into written text. This course covers essential aspects of transcription, including listening comprehension, and adherence to transcription standards and formatting guidelines. Participants will learn to navigate challenges such as accents, background noise, and technical terminology while maintaining accuracy and clarity in their transcripts. Through practical exercises, simulated scenarios, and real-world examples, participants will hone their transcription abilities, improve their attention to detail, and enhance their ability to produce high-quality transcripts suitable for academic research. Upon completion, participants will be equipped with the tools and expertise to excel in creating professional transcripts that meet industry standards and client expectations.

Conducting Surveys in the Field

Conducting Surveys in the Field is a specialized course designed to equip participants with the knowledge and skills necessary to effectively plan, implement, and analyze surveys in various field settings. This course covers the essential steps of survey research, including survey design, sampling techniques, questionnaire development, and data collection methods tailored to diverse populations and environments. Participants will learn practical strategies for ensuring survey validity, reliability, and ethical considerations in field research. Through hands-on exercises, facilitated discussion, and interactive discussions, participants will gain proficiency in administering surveys, managing logistics, and addressing challenges such as language barriers and cultural sensitivities. This course prepares participants to confidently conduct surveys in the field, gather meaningful data, and leverage survey findings to inform decision-making and advance research objectives across different disciplines and contexts.

Introduction to Research

Introduction to Research is a foundational course that provides participants with an overview of research methodologies, principles, and practices across various disciplines. This course covers essential topics such as the research process, literature review, hypothesis formulation, data collection methods, and ethical considerations in research. Participants will learn to critically evaluate research studies, identify research gaps, and develop research proposals. Through interactive lectures, practical exercises, and guided instruction, participants will gain practical skills in designing research projects, analyzing data, and communicating research findings effectively. By the course's end, participants will have a solid understanding of the fundamentals of research, preparing them to embark on further academic studies, contribute to evidence-based practices, and pursue careers in research-oriented fields.



Introduction to Qualitative Research

Introduction to Qualitative Research is an introductory course that provides participants with an understanding of qualitative research methodologies and approaches. This course explores the principles, techniques, and ethical considerations involved in conducting qualitative studies, focusing on methods such as interviews, focus groups, observations, and textual analysis. Participants will learn to interpret and analyze qualitative data, identify themes, and develop rich narratives that capture the complexity of human experiences and phenomena. Through practical exercises, classroom-based teaching, and interactive discussions, participants will gain hands-on experience in designing qualitative research projects, collecting data, and applying various analytical frameworks. Participants will be equipped with the knowledge and skills to conduct rigorous qualitative research, contribute to academic scholarship, inform policy and practice, and address research questions in diverse fields and contexts.

Introduction to Quantitative Research

Introduction to Quantitative Research is a foundational course that introduces participants to the fundamental principles and methodologies of quantitative research across various disciplines. This course covers essential topics such as research design, hypothesis formulation, sampling techniques, data collection methods, and statistical analysis. Participants will learn to design surveys and experiments, collect numerical data, and analyze quantitative data using statistical software. Through practical exercises, guided instruction, and interactive lectures, participants will gain proficiency in interpreting research findings, assessing validity and reliability, and communicating results effectively. By the course's conclusion, participants will have the foundational knowledge and skills to conduct quantitative research studies, contribute to evidence-based decision-making, and pursue further academic or professional endeavors in quantitative research fields.

Introduction to Mixed-Methods Research

Introduction to Mixed-Methods Research is an advanced course that equips participants with the knowledge and skills to integrate qualitative and quantitative research approaches effectively. This course explores the principles, designs, and practical applications of mixed-methods research, emphasizing the synergistic benefits of combining both qualitative and quantitative data to provide thorough insights into research questions. Participants will learn to design mixed-methods studies, integrate data collection methods, and triangulate findings to enhance understanding and validity. Through hands-on exercises, lecture, and interactive discussions, participants will gain proficiency in selecting appropriate mixed methods designs, analyzing integrated data sets, and interpreting complex research outcomes. By the course's end, participants will be prepared to leverage mixed-methods approaches to address multidimensional research inquiries, contribute to interdisciplinary research endeavors, and inform evidence-based practices across diverse fields and disciplines.



Decolonizing Research

Decolonizing Research is a critical and transformative course that challenges traditional research paradigms by examining and addressing the colonial legacies, biases, and power dynamics embedded within research methodologies and practices. This course explores the historical and contemporary impacts of colonization on knowledge production, acknowledging the marginalization of Indigenous, minority, and global South perspectives in academic and scientific discourse. Participants will engage in discussions on decolonial theories, methodologies, and ethical considerations aimed at promoting epistemic justice, knowledge sovereignty, and research equity. Through case scenarios, reflective exercises, and collaborative projects, participants will learn strategies to decenter Western-centric frameworks, incorporate diverse epistemologies, and engage in respectful partnerships with marginalized communities. By the course's conclusion, participants will be empowered to critically evaluate and transform their research practices to contribute to more inclusive, equitable, and socially just knowledge production processes.

Cross-Cultural Research Strategies

Cross-Cultural Research Strategies is an advanced course designed to equip participants with the knowledge and skills necessary to conduct rigorous research across diverse cultural contexts. This course explores the complexities of cross-cultural research, including the implications of cultural differences on study design, data collection, and interpretation of findings. Participants will examine methodological approaches for addressing cultural biases, adapting research instruments, and ensuring cultural sensitivity in research protocols. Through interactive discussions, case examples, and practical exercises, participants will learn strategies for building trust, navigating language barriers, and fostering ethical research practices when working with diverse populations. By the conclusion of the course, participants will be prepared to apply culturally informed research strategies, contribute to culturally responsive research initiatives, and advance global understanding and collaboration in their respective fields of study.

Developing Culturally Relevant Curriculum

Developing Culturally Relevant Curriculum is a specialized course that guides educators and curriculum developers in creating learning experiences that resonate with and affirm the diverse cultural backgrounds and identities of participants. This course explores theories and practices for integrating cultural diversity, equity, and inclusion into curriculum design, ensuring that educational content reflects and respects the lived experiences and perspectives of all learners. Participants will learn to critically analyze existing curricula, identify culturally biased materials, and adapt instructional strategies to promote cultural responsiveness and relevance. Through collaborative workshops, lecture, and hands-on projects, educators will develop practical skills in selecting inclusive content, incorporating diverse perspectives, and fostering a supportive learning environment that empowers participants from diverse cultural backgrounds. This course prepares participants with the knowledge and tools to design and implement culturally relevant curricula that promote equity, engagement, and academic success for all participants.



Global Health on the Move (*applied training on global health case study to field work*)

Global Health on the Move is an applied training course designed to bridge theoretical knowledge with practical fieldwork experience in global health contexts. This course immerses participants in real-world case studies and simulations that replicate challenges and scenarios encountered in global health settings. Participants will engage in hands-on exercises, collaborative problem-solving, and field-based simulations to develop skills in assessing health needs, designing interventions, and implementing solutions in diverse global health environments. Through interactive workshops, case analyses, and experiential learning activities, participants will gain proficiency in navigating cultural, social, and logistical complexities inherent in global health practice. By the course's conclusion, participants will be equipped with practical insights and competencies to contribute effectively to global health initiatives, promote health equity, and address complex health challenges impacting communities worldwide.

Global Health Service Delivery in Remote, Vulnerable and Hostile Environments

Global Health Service Delivery in Remote, Vulnerable, and Hostile Environments is an intensive course that prepares healthcare professionals and aid workers to effectively deliver health services in challenging global settings. This course explores strategies and best practices for providing essential healthcare in remote and underserved areas, as well as in hostile environments affected by conflict, disaster, or political instability. Participants will examine logistical considerations, security protocols, and ethical dilemmas specific to delivering healthcare in these contexts. Through scenarios, simulations, and practical exercises, participants will develop skills in risk assessment, crisis management, and adaptation of healthcare delivery models to meet local needs while ensuring safety and sustainability. By the course's conclusion, participants will be equipped to navigate complex global health challenges, promote resilience, and improve health outcomes in the most vulnerable and challenging environments worldwide.

Introduction to Global Health

Introduction to Global Health is a foundational course that explores the interconnectedness of health across borders and populations worldwide. This course examines key concepts such as health equity, social determinants of health, and the impact of globalization on public health. Participants will gain insights into global health challenges, including infectious diseases, non-communicable diseases, maternal and child health, and healthcare disparities. Through case scenarios, interactive discussions, and comparative analyses of health systems, participants will develop a robust understanding of the factors influencing global health outcomes and the strategies needed to promote health equity and improve population health on a global scale. By the end of the course, participants will be prepared to critically analyze global health issues, engage in evidence-based decision-making, and contribute to efforts aimed at achieving health equity and well-being worldwide.

Course Delivery Options & Pricing

Tellus Mater offers pre-developed “off-the-shelf” courses that are convenient and can be delivered immediately. We offer standard pricing for off-the-shelf courses that are based on length of the course (half-day, full-day, multi-day) and delivery model (in-person or virtual). Most courses are available at all lengths and delivery models. Tellus Mater’s highly skilled and experienced curriculum team is also available to customize the “off-the-shelf” courses or develop new, custom courses. Pricing varies on length of course and delivery model (in-person, virtual or hybrid).

Course Delivery Options

Tellus Mater International Training and Assessment Collective delivers its courses in three formats: in-person, virtual (synchronous and asynchronous) or as a hybrid combination.

Course lengths range include half, full, or multi-day options based on the depth and breadth of the learning outcomes. In addition to purchasing single courses, our courses can be clustered into learning programs including our multi-day options of:

- Executive Leadership Program
- Leadership Development Program for Supervisors
- Leadership Development for Aspiring Leaders Program
- Diversity, Equity, Accessibility and Belonging
- Foundations of Global Health Program
- Introduction to Research Program

Half-Day Courses (3 to 4 hours)	
In-person	\$5,000 plus travel expenses
Virtual	\$5,000
Multiple, in-person (5 or more courses)	\$4,000 plus travel expenses
Multiple, virtual (5 or more courses)	\$4,000
Customization of off-the-shelf courses	\$1,000

Full-Day Courses (6 to 7 hours)	
In-person	\$10,000 plus travel expenses
Virtual	\$10,000
Multiple, in-person (5 or more courses)	\$8,000 plus travel expenses
Multiple, virtual (5 or more courses)	\$8,000
Customization of off-the-shelf courses	\$1,500

Courses on new topics developed for a specific client range based on delivery format, topic, instructional strategies, and length of course.

Other Courses

Barrier and Root Cause Analysis

Barrier and Root Cause Analysis Service offers organizations a complete approach to identifying and addressing obstacles that impede operational efficiency and effectiveness. This service employs structured methodologies and tools such as individual and focus group interviews, survey, Delphi Method, review of documents and artifacts, and SWOT analysis to delve deep into the root causes of issues. By systematically collecting and analyzing data and collaborating closely with stakeholders, our service helps uncover underlying challenges and develop targeted strategies to overcome barriers. Through thorough investigation, organizations gain actionable insights to enhance decision-making, optimize processes, and foster a culture of continuous improvement. Our Barrier and Root Cause Analysis Service aims to empower organizations to proactively identify issues, address challenges, improve performance outcomes, and drive sustainable growth.

Employee Experiences Assessment

Employee Experiences Assessment Service provides organizations with a structured approach to evaluating and enhancing employee satisfaction, engagement, and well-being within the workplace. This service utilizes a combination of surveys, interviews, focus groups, and observational assessments to gather integrated insights into the employee experience. By examining factors such as organizational culture and climate, leadership effectiveness, workload balance, and career development opportunities, our service helps identify areas of strength and opportunities for improvement. Through tailored analysis and actionable recommendations, organizations can implement initiatives that foster a positive work environment, enhance employee morale, and ultimately increase productivity and retention. The Employee Experiences Assessment Service is designed to support organizations in cultivating a workplace where employees feel valued, motivated, and empowered to contribute to organizational success.

Strategic Planning

Strategic Planning Services offer organizations complete guidance in developing clear, actionable strategies to achieve long-term goals and competitive advantage. Our services encompass a structured process of assessing current organizational status, defining future objectives, and formulating strategic initiatives. Through collaborative workshops, stakeholder engagement, and data-driven analysis, we facilitate the creation of strategic plans that align with organizational vision and mission. Our approach includes setting measurable objectives, identifying key performance indicators (KPIs), and establishing timelines and accountability frameworks. By leveraging our expertise in strategic management, industry trends, and competitive analysis, we help organizations navigate complexity, capitalize on opportunities, and drive sustainable growth and success in dynamic market environments.



DEIA Landscape Assessment

DEIA (Diversity, Equity, Inclusion, and Accessibility) Landscape Assessment Service provides organizations with a thorough evaluation of their current practices, policies, and culture related to DEIA principles. This service employs a structured approach to gather qualitative and quantitative data, including surveys, interviews, and document reviews, to assess the organization's commitment to diversity, equity, inclusion, and accessibility. By analyzing factors such as representation, inclusivity in decision-making processes, accessibility accommodations, and cultural competence, our service identifies strengths, gaps, and opportunities for improvement. Through customized reports and strategic recommendations, organizations gain actionable insights to foster a more inclusive and equitable workplace culture, enhance employee engagement, and strengthen their reputation as socially responsible entities committed to DEIA principles. The DEIA Landscape Assessment Service aims to support organizations in creating environments where all individuals feel valued, respected, and empowered to thrive.

Individual and Group Interviews (in multiple languages)

Individual Interview Services provide organizations with a structured approach to gathering in-depth insights from individual participants on specific topics or issues. This service employs qualitative research methodologies to conduct one-on-one in-person or virtual interviews, ensuring confidentiality and creating a conducive environment for open dialogue. By utilizing probing questions and active listening techniques, our interviewers help uncover nuanced perspectives, personal experiences, and detailed narratives that may not emerge in group settings. Through rigorous analysis and thematic coding, organizations gain valuable qualitative data to inform decision-making, policy development, or organizational strategy.

Group Interview services offer organizations a collaborative platform to gather perspectives and insights from multiple participants simultaneously. This service utilizes qualitative research methods, such as focus groups or panel discussions, to facilitate interactive discussions among a select group of individuals. By leveraging group dynamics and facilitation techniques, our service encourages participants to share diverse viewpoints, and debate ideas on key topics or issues. Through structured moderation and thematic analysis, organizations gain comprehensive qualitative data that capture collective opinions, trends, and shared experiences, providing valuable insights for strategic planning, program evaluation, or organizational development initiatives.



International Data Collection

International Data Collection services provide organizations with comprehensive support in gathering data across global regions, ensuring consistency, accuracy, and cultural sensitivity. This service includes designing tailored data collection methodologies, such as surveys, interviews, or observational studies, which align with local contexts and regulatory requirements. Through strategic partnerships and local expertise, we facilitate data collection in diverse cultural and linguistic environments, overcoming logistical challenges and ensuring high response rates. Our rigorous quality assurance measures and data management protocols ensure that collected data is reliable, secure, and compliant with international standards. By leveraging our global network and proven methodologies, organizations gain actionable insights to inform evidence-based decision-making, drive operational efficiencies, and achieve their research or programmatic objectives on a global scale.

Transcription (French, Spanish, English, Haitian Creole)

Transcription Services offer organizations accurate and efficient conversion of audio and video recordings into written text, catering to a wide range of industries such as legal, medical, academic, and corporate sectors. Our services include verbatim transcription, time-stamping, and formatting according to client specifications. Using advanced transcription software and skilled professionals, we ensure high-quality transcripts with fast turnaround times. Our services also cover specialized requirements like multilingual transcription, technical terminology, and adherence to confidentiality protocols. Whether for meeting minutes, legal proceedings, academic research, or market research interviews, our transcription services provide reliable documentation essential for decision-making, analysis, and archival purposes.

Executive Retreat Facilitation

Executive Retreat Facilitation provides senior leadership teams with a structured and transformative experience aimed at fostering strategic alignment, innovation, and team cohesion in a secluded and conducive environment. This service includes customized planning, agenda development, and facilitation by experienced professionals who specialize in executive-level dynamics and organizational strategy. Through tailored workshops, interactive sessions, and strategic discussions, our facilitators guide executives in exploring complex challenges, identifying opportunities, and developing actionable plans for organizational growth and success. By creating a collaborative and reflective atmosphere, Executive Retreat Facilitation helps leaders build trust, strengthen relationships, and align visions, enhancing decision-making, leadership effectiveness, and organizational resilience.



Culture and Climate Surveys (*with periodic pulse checks*)

Culture and Climate Surveys, including periodic pulse checks, provide organizations with valuable insights into their workplace environment, employee perceptions, and organizational health. This service involves administering surveys designed to assess factors such as organizational culture, employee engagement, job satisfaction, diversity and inclusion, and overall climate. Periodic pulse checks supplement regular surveys by offering real-time feedback on emerging issues or changes in employee sentiment. Through customized survey design, data collection, and analysis, organizations gain actionable insights to identify strengths, pinpoint areas for improvement, and track progress over time. By fostering a culture of continuous feedback and responsiveness, Culture and Climate Surveys support organizations in enhancing workplace dynamics, promoting employee well-being, and driving organizational effectiveness and growth.

Curriculum and Instruction Development

Curriculum and instructional design services encompass a comprehensive approach to creating effective learning experiences tailored to the needs of learners and aligned with organizational goals. These services involve collaborating with subject matter experts to analyze learning objectives, identify knowledge gaps, and design structured curriculum frameworks. Through systematic planning and development, instructional designers integrate pedagogical theories, learning technologies, and interactive strategies to engage learners and enhance retention. Services may include designing course materials, developing assessments, and implementing evaluation frameworks to ensure continuous improvement. By leveraging instructional design expertise and educational best practices, these services empower organizations to deliver impactful learning solutions that foster skill development, knowledge acquisition, and professional growth across diverse educational and professional settings.

Instructional Design

Tellus Mater's experienced curriculum team provides instructional design services for tailored learning solutions that optimize learner engagement, retention, and performance outcomes. These services involve systematic analysis of learning needs, collaboration with subject matter experts, and application of instructional theories and technologies to design effective learning experiences. Our instructional designers employ a variety of methodologies, such as needs assessments, task analyses, and learner personas, to create engaging content and interactive activities that align with learning objectives. Through the integration of multimedia, simulations, and adaptive learning strategies, instructional design services ensure content relevance and accessibility across diverse audiences and learning environments. By emphasizing learner-centered approaches and continuous evaluation, these services support organizations in achieving their educational goals, enhancing workforce capabilities, and fostering a culture of continuous learning and development.



Mentor Match Application

Tellus Mater offers an app designed to match mentors to proteges, streamlining the process of connecting individuals seeking guidance and professional development with experienced mentors. Through personalized profiles and compatibility algorithms, the app facilitates matches based on shared interests, career goals, and expertise. Users can create detailed profiles outlining their skills, preferences, and mentoring needs, while mentors highlight their areas of expertise and availability. The app may include features such as messaging, scheduling tools, progress tracking, and feedback mechanisms to support ongoing mentorship relationships. By leveraging technology to foster mentorship connections, the app promotes knowledge sharing, skill development, and career advancement, enhancing professional growth and networking opportunities for both mentors and proteges.

Facilitated Dialogue

Facilitated Dialogue services provide structured and impartial facilitation to guide constructive discussions among diverse groups of stakeholders on complex and sensitive topics. These services employ trained facilitators who create a safe and inclusive environment, encourage active listening, and ensure all voices are heard. Facilitators use proven techniques to manage conflicts, clarify perspectives, and foster mutual understanding among participants. By promoting open dialogue, problem-solving, and consensus-building, facilitated dialogue services help organizations, communities, and institutions address challenges, resolve disputes, and collaboratively develop actionable solutions. Whether in organizational settings, community forums, or policy consultations, facilitated dialogue services support productive interactions, cultivate trust, and promote collective decision-making for positive social change and effective problem resolution.

Program Evaluation

Tellus Mater's offers program evaluation services to systematically assess the effectiveness, efficiency, and impact of their programs and initiatives. These services involve designing and conducting evaluations using rigorous methodologies tailored to specific program goals and objectives. Program evaluators collect and analyze quantitative and qualitative data through methods such as surveys, interviews, focus groups, and document reviews to assess program outcomes and identify areas for improvement. By examining program implementation processes, stakeholder engagement, and adherence to best practices, evaluators provide actionable insights and recommendations for enhancing program performance and achieving desired outcomes. Through comprehensive reporting and stakeholder engagement, program evaluation services support organizations in making informed decisions, optimizing resource allocation, and demonstrating accountability to funders, stakeholders, and beneficiaries.



Literature and Desk Review

Tellus Mater offers literature and desk review services providing comprehensive analyses and synthesis of existing research, documents, and publications relevant to specific topics or fields of interest. These services involve systematic searches and reviews of academic journals, reports, policy documents, and grey literature to identify key findings, trends, gaps, and best practices. Through rigorous analysis and critical appraisal, our literature and desk review services generate insights that inform decision-making, policy development, program planning, and research agendas. By synthesizing diverse sources of information and presenting findings in accessible formats, these services support organizations in staying abreast of current knowledge, conducting evidence-based assessments, and advancing understanding in their respective fields.

Translation and Interpreter Services: English, Haitian-Creole, Spanish, French

Tellus Mater offers translation and interpreter services to facilitate effective communication across languages and cultures, ensuring clarity and accuracy in diverse contexts. Translation services involve converting written texts, documents, or digital content from one language to another while maintaining linguistic and cultural nuances. Professional translators ensure precise terminology and idiomatic expressions, adhering to industry standards and client-specific requirements. Interpreter services, on the other hand, provide real-time spoken language interpretation during meetings, conferences, legal proceedings, or healthcare appointments, in person, on-site or using a virtual platform. Interpreters convey messages accurately and impartially, bridging language barriers to facilitate seamless communication between parties. By leveraging language expertise and cultural sensitivity, translation and interpreter services enable organizations to engage effectively with multilingual stakeholders, expand global reach, and enhance cross-cultural understanding in professional and personal interactions. Tellus Mater is particularly skilled in translation of medical documents and providing interpretation to global healthcare providers.

Global Health Consulting Services

Tellus Mater offers a wide range of global health consulting services, initiatives and interventions aimed at improving health outcomes and addressing public health challenges on a global scale. These services often include consultation around disease prevention and control, maternal and child health programs, vaccination campaigns, healthcare infrastructure development, and global health research efforts. Our global health professionals collaborate with local communities, governments, NGOs, and international agencies to implement evidence-based strategies that promote health equity, strengthen healthcare systems, and mitigate the impact of diseases and pandemics. By focusing on sustainable development goals, health education, and advocacy for universal healthcare access, global health services strive to achieve better health outcomes for populations worldwide, emphasizing equity, social justice, and the right to health for all.

We at Tellus Mater are excited about the prospect of collaborating with you to design customized training and assessment solutions that perfectly fit the needs of your agency or organization. Our team is dedicated to delivering excellence with a personal touch, ensuring quick responses and a collaborative approach every step of the way.

[Meet Our Leadership Team](#)

Please do not hesitate to reach out with any questions or ideas you may have—we are here to help and eager to assist you in achieving your goals. We look forward to the opportunity to work together and create impactful learning experiences that drive success.

Connect With Us



info@tellusmaterinternational.com



(786) 277-1853



tellusmaterinternational.com



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