TELLUS MATER
Training & Assessment

Courses and Services Catalogue:
Leadership Training & Employee Development

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www.tellusmaterinternational.com

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A HUBZone certified, economically disadvantaged women-owned small business

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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 participants 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.

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.

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' 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.

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.

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.

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.

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.

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.

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

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