

Hello,

Thank you for this opportunity to submit. I hope it works out to lend a hand!

Paul

Paul Figueroa  
Peace Enforcement LLC

- (1) **Organization:** Peace Enforcement LLC  
**Contact:** Paul Figueroa  
**Email:** [PaulF@PeaceEnforcement.com](mailto:PaulF@PeaceEnforcement.com)  
**Phone:** 206-650-5364  
**Principal place of business:** Washington State  
**Offices:** Washington and Arizona
- (2) **Age of firm:** 25 years  
**Number of employees:** One, Paul Figueroa. Speaker, trainer and author.
- (3) **The education, training and qualifications of the individual...** Please see attached: Curriculum Vitae for Paul Figueroa.
- (4) **A list of recent projects and names of up to five clients who may be contacted...**

Karen Van Patten  
Education Coordinator  
Child Development Programs  
El Dorado County Office of Education  
530-295-2203  
[kvanpatten@edcoe.org](mailto:kvanpatten@edcoe.org)

Karen attended a breakout workshop at a Region 9 Head Start Conference this year. She brought me in to her agency, and attended a keynote / training I provided for her agency.

Joel Ryan  
Executive Director  
Washington Associate of Head Start and ECEAP  
425-453-1227  
[joel@wsaheadstarteceap.com](mailto:joel@wsaheadstarteceap.com)

I've been providing workshops, breakouts and keynotes for Joel's organization for many years. This includes a keynote and breakouts I'm providing this October. This year's keynote topic is Navigating for a Brighter Tomorrow and the breakout topics are Conflict and the Art of Responding- Not Reacting, and Self Esteem and our Internal Dialog.

Aidan Ramos  
Statewide Continued Training Coordinator  
The Alliance  
University of Washington | School of Social Work  
206-293-9179  
ramosaa@uw.edu

I've been an approved trainer through the Alliance for many years. During that time I've provided numerous trainings to the Foster Parents and Social Work clients they serve. Topics include Compassionate Parenting and Bullying Prevention.

(5) **Promotional or descriptive literature...** Please see attached:

Works with Children Pt1  
Works with Children Pt2  
Overall Topics list Managers

# Paul Figueroa

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**Paul is an award winning motivational speaker, trainer and facilitator. He is an expert in helping people of all ages achieve the positive changes they want.**

A 12 year veteran of the King County Sheriff's Department, Paul spent much of his career working with street gangs. In 1998, Paul drew on his experience and left law enforcement. He re-channeled his efforts and has been working to positively impact the lives of people, organizations and companies ever since. In his trainings, programs and keynote addresses, Paul provides the tools that people and organizations need to ensure and sustain the positive changes they want.

## **Accolades**

Recipient of "The Governor's Child Abuse Prevention Award" for his work with Families and Children in Washington State.

Creator of Peace Enforcement™ Violence Prevention- Self Esteem Curriculum for people of all ages.

Paul has trained tens of thousands of staff and parents and worked with thousands of children in his ground breaking methods and concepts using his curriculum.

He's worked with numerous parents, staff, educators and child care providers all over the United States. He's helped them deal with conflict, improve internal relationships, create stronger teams, improve their management and leadership skills, improve worker safety and their overall workplace, productivity and focus.

He's provided ongoing support groups for children and parents, and provided ongoing workshops for parents as well.

He's traveled all over the United States helping hundreds of companies, organizations and agencies obtain the positive results they wanted.

He's provided his Peace Enforcement class series to thousands of children in elementary schools, and provided assemblies..

He was recognized by Snohomish County Juvenile Court for his work with juvenile offenders.

Paul is an expert in Violence Prevention / Self Esteem, has over 25 years experience in this field, and is one of the most sought after speakers in this area.

In 1997, he created and maintains the current copyrighted curriculum, concepts and techniques he uses in all of Peace Enforcement LLC's staff development and management trainings.

He is a highly sought after, skilled and passionate keynote and public speaker.

**Recent Experience  
Includes**

Multiple trainings for foster parents through UW Alliance through awarded contract. Classes provided include Compassionate Parenting and Bullying Prevention, along with several others. These trainings use Paul's original and copyrighted curriculum.

Multiple parent trainings for Head Start and Early Head Start parents through contract we have with Snohomish County and their Head Start / Early Head Start program.

Presents and keynotes at regional and national Head Start Association Conferences - including this December at the National Head Start Association Conference in Louisiana and keynoting at the California Head Start Conference in March, 2024

Provided trainings at The Region 9 Head Start Conference on "Alleviating Compassion Fatigue and Avoiding Burnout" and "The Four Negative Parenting Styles - And How to Avoid Them."

Provided and continues to provide numerous trainings for Head Start, Early Head Start agencies all over the United States.

Customized training for Washington State Department of Transportation and delivered to field staff.

Trained hundreds in his copyrighted Verbal DeEscalation and Self Trigger Identification through Washington State Department of Enterprise services - including staff, managers and entire agencies from Fish and Game, State Patrol, DES Grounds, Department of Licensing, Washington State Lottery, Department of Financial Institutions and many others.

Provided workshops at numerous conferences for the Washington Association for AYEAC

Multiple presentations at the Infant and Early Child Care Conference

Multiple trainings for child care providers and owners through Child Care Resources, Bright Horizons and Child Haven, to name a few

Keynoted at National Indian Head Start Directors Association Conference in Washington DC

Numerous presentations for managers and staff at the National Head Start Directors Association Conferences and Trainings

Keynoted and provided trainings for the Washington State Association for Head Start and ECEAP

Parent leadership trainings for the Washington State Association for Head Start and ECEAP

Keynoted at the Childhood Matters Conference, Renton WA

Keynoted at the EWU Child Development Graduation

Provided multiple PTA presentations for parents

Trained staff and managers of numerous Head Start and Early Head Start Organizations all over the country, including Alaska

Keynoted at the Eastern Washington Child Care Association Conference.

Provided Multiple trainings for participants at the for South Sound AEYC.

Provided trainings at the parent retreat for parents in Snohomish County Head Start ECEAP.

Parent leadership training for Snohomish County ECEAP.

Provided multiple trainings for clients including: Friends of Youth, Sound (Seattle) Mental Health, Bright Horizons, CDAGSA, Big Brothers and Sisters, Schools out Washington and numerous school districts.

Bullying Prevention training for staff at North Seattle Community College.

Plus, too many more to list.

## ■ **Certifications**

Certified Trainer in the Peace Enforcement™ Curriculum.

Paul is self certified as he is the creator and primary trainer in his copyrighted and original curriculum.

This curriculum is the backbone and main skeleton for all the trainings Paul has been providing since 1997.

He has trained tens of thousands of staff, parents, child care providers and educators all over the country in the delivery of the Peace Enforcement Curriculum; to be used with their own children, the children they teach or the children they support.

## **Experience**

Jan 1998/ Current

***Peace Enforcement LLC / Seattle***

### **Founder / Manager**

- Provides numerous trainings to staff and organizations of all kinds.
- Created the curriculum, workbook and concepts currently in use.
- Created and provides Violence Prevention – Self Esteem Trainings and Workshops
- Ran parent groups for several years for parents in Low Income / Transitional Housing
- Creator of the highly effective and widely successful Peace Enforcement™ curriculum.

This progressive and innovative curriculum has helped thousands of people across the world. The holistic approaches help people of all ages in any environment.

- Conducts Management and Staff trainings at numerous conferences.
- Highly skilled on creating and helping sustain behavior change.
- Worked with various management and staff on improving internal relationships.

Sept 1997 / Current

***The Village Project / Seattle***

**Director/ Founder**

- Started a Non-Profit Organization that “Protects the Innocence of Children and Promotes: ‘No More Violence’.”
- Developed and currently teaches the Peace Enforcement™ Violence Prevention Curriculum using Interactive Theatre.
- Developed and implemented program that helps children understand their Anger, Violence and Conflict.
- Created and leads trainings for educators.
- Lead and co-lead groups for children deemed “at risk”
- Facilitated numerous classes, workshops and assemblies for children of all ages
- Provides classes in schools for children
- Taught hundreds of classes to thousands of children.
- Sponsored and produced events for children with thousands in attendance.

**Experience / Law Enforcement**

Nov 5, 1985 - July 3, 1998 **King County Sheriff’s Office / Seattle**

**Police Officer / Detective**

- Attended / Completed Law Enforcement Academy
- Showed high competency -Moved to new precinct upon completion of Field Training Program
- Reactive Patrol Officer / Most violent areas in King County
- Awarded Burglary Detective with only 2 ½ years on patrol
  - Burglary / Larceny Detective
  - Street Narcotics Detective
  - Proactive Street Gang Detective
  - Follow Up Street Gang Detective
  - Street Gang Expert, Burien Precinct

**Education**

1983–1985

Spokane Community College

- A.A. Law Enforcement

May 1997

Lynnwood, WA

- Brain Gym (Educational Kinesiology) Training

July 1997

Seattle, WA

- Community Theatre of the Oppressed Workshop

July 1998

Minneapolis, MN

- Leadership Training Workshop
  - Self Esteem a Family Affair
  - Growing Up Again



Trainings Retreats Day and Weekend Programs  
Conference Keynotes Breakout Sessions Maintenance  
Continued Growth

## Internal Skills

Learning More About Yourself  
to Benefit How You Manage

**Aligning your Vision with your Company's Mission** This topic is of extreme importance for managers and leadership. You see, it's easy to become frustrated with the day to day tasks of your role. This training helps you identify what your purpose is, what you value – specifically in your management role – and how to connect these with your company's mission. This is an invaluable concept that re-motivates, connects and concretizes what you really do – and why!

**The Art of Responding, Not Reacting** When we “react,” we aren't actually present to what's really happening. It's as if we're on auto pilot, and in some ways – we are. This training uncovers the difference between Responding and Reacting, and not only shows why we do that sometimes, it provides ways for you to get out of Reactivity mode and Respond the way you wish you had.

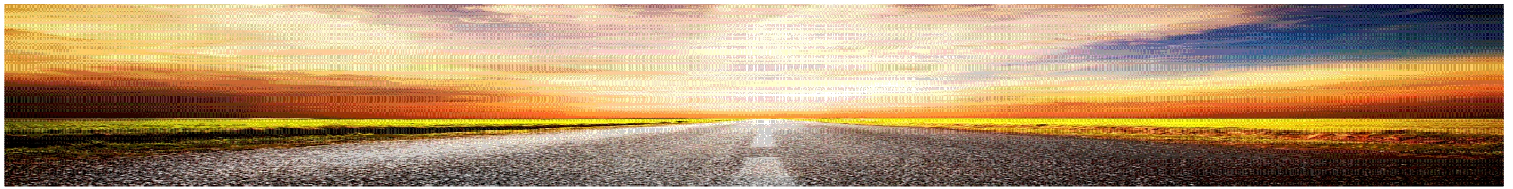
**The Big Picture is Amazing** Learn how to remember the big picture amidst day to day problems, which can be challenging at times as a manager. Here, you'll learn and use concepts to put things back in perspective and make the “challenges” you're facing easier. You'll learn not only how to do this for yourself, you'll see how you can do this for your teams as well.

**Communication Skills – Enhanced** Discover the true purpose of communication and how it gets derailed so easily. Here, you'll learn the common pitfalls, challenges and obstacles that present themselves in your work environment. You'll learn remedies along with prevention approaches and how to move through challenges when they do happen. Bonus: Discover your communication style and how to enhance your communication with others.

**Emotional Intelligence** Especially for managers: Learn how to develop self awareness and use this to build and maintain effective relationships with your staff and co-workers. Discover how to not get so caught up in misunderstandings, how to rethink assumptions and understand different perspectives.

**The Four Managing Styles** Discover the four “negative” managing styles and how they show up in our own managing. Through recognition, you can choose a different, more effective and productive way. You'll learn how to use the “positive” managing styles in their place so you, your team and your supervisor can reap the benefits.

**Is it You, or Is it Me?** We've all been there, we get caught up in some drama, a misunderstanding or frustration with someone we manage – sometimes to the point we lose sleep and it just irritates us. This topic helps you not only recognize when this is happening, sooner, it shows you how to unravel things and get back to your comfortable self.



**The Language of Leadership: Enhancing Your Leadership Potential** You'll discover the importance of positive communication, the impact it has on leadership and as such, you and your organization. Through a number of interactive exercises, you'll develop and refine your skills in using positive speech in your workplace to inspire, motivate and create the changes you want, empowering others along the way. We'll unlock some of the pitfalls of framing things negatively and anchor the benefits of knowing how to frame what you want to say in a positive way. We'll also look at our internal dialog, the impact it has and provide you with tools to switch things, which benefits everyone.

**The Language of Leadership: What Leaders Talk About** People with a leading mentality tend to be concerned with creating a better tomorrow for their organizations. When they communicate with their staff, they tend to focus on subjects related to creating that tomorrow rather than on the problems of today. In this workshop, you'll learn how to create a detailed and compelling vision of the desired future of your unit, how to stay optimistic in the face of adversity and how to apply those concepts to a variety of situations.

**Mistakes: What They Really Mean** Discover how this misused and "charged" word not only hampers individual performance, it can cripple a team. In this training you'll be shown how to look at mistakes differently, not only to make your day easier, it will improve the performance of your workgroup. This isn't about perfection, rather, it's about knowing that mistakes happen and learning how to focus on how to fix them and move forward. A powerful training topic that creates deep positive changes.

**The Positive Influence of Internal Dialog** We take a look at what we not only tell ourselves, what we listen to in our thinking. You'll see the impact and power of "reframing," confronting negative thoughts and beliefs and telling the positive truth in situations. The effects not only change you, as a person and as a manager, your workplace environment changes and so do your staff. A must for anyone wanting to sustain lasting, positive changes!

**Rekindling the Fire / Burnout Prevention** In managing, it's easy to push ourselves too far. Here, we dig and discover the reasons why we forget the passion we once had for what we do in the world. You'll discover together and remove obstacles that get in your way, and be provided with long term, active steps to keeping the joy. You'll leave with ways not only to refocus, you'll see how to recharge and not let your battery run so low next time.

## External Skills

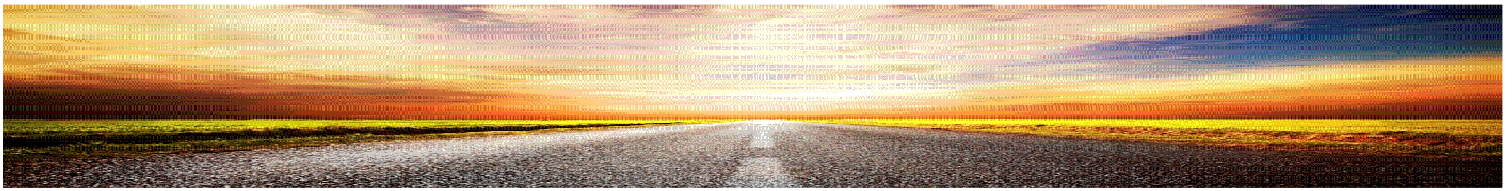
### Skill Mastery

**Attitude and Professionalism in the Workplace** Discover the gift our attitudes provide and how they reflect our thinking and beliefs. See how they affect professionalism both positively and negatively and learn ways to master both. This training is great for shifting our head space at the end of a long day, or after managing challenging issues.

**Avoiding the Drama Triangle** Learn the three different positions on the Drama Triangle and see how they try to stir things up at work. It can be from peers, from upper management or your teams – no one is immune! In this training, you'll receive insights about why people make this choice, ways to prevent it and skills to not get involved in the first place.

**Building Confidence, Competence and Credibility** Learn effective techniques to create the changes you want in your career and increase your self confidence, capability and as such – your credibility. Discover new skills in communication, conflict resolution / prevention and setting and achieving your goals. See how to look at "mistakes" in a new way and how focusing on what works – and amplifying these – achieves dramatic, positive results.

**Conflict Resolution and Prevention** During this highly interactive and effective training, you'll learn the underlying motives behind the conflict that you, and the people on your team, experience. Discover and use a common and easy language and learn how to use proven tools to manage and work through conflict effectively.



**The Gift of Accountability** Discover the common challenges that prevent managers from holding people accountable and learn effective solutions to alleviate them. You'll also learn the direct and hidden benefits of this skill and discover what you're really doing when you set expectations and really follow through so everyone wins!

**Gossip Prevention** This focused training teaches you effective tools to eradicate this malicious problem. You'll learn the real definition of gossip, why people choose it and discover positive ways of communicating. You'll learn tried and true skills to prevent gossip in your work group, discover how to avoid the trap in the first place and clean things up if it's happening.

**Managing and Leading Teams** Learn the nuances of team leadership, including successful strategies, breakdown prevention and team enhancement. See how to improve participation and support staff to count themselves in. You'll discover tried and true methods that work!

**Managing and Leading Change** Change happens in every organization and can lead to positive or negative results. Participants in this course discover what the different responses are to change, learn the indicators of people having difficulty with change and gain new skills in how to maximize their positive potential instead.

**Rekindling the Fire** This topic is about motivation, burnout and the relationship our brain, negative thinking and "taking on too much" have in creating this problem. You'll learn the common pitfalls managers face and how to avoid them. You'll leave invigorated, inspired and able to keep the fire burning!

**Successfully Motivate Your Staff** Motivation is the art of inspiring others, directly or indirectly. This training teaches you the five characteristics that make organizations stand out from others and you'll learn how to build organizations that inspire and motivate employees. You'll also learn how to make positive changes in your work group to build highly motivated and highly productive teams.

**Teambuilding 102** Expanding on "Managing and Leading Teams," this training uncovers personal road blocks in taking your group, staff and company to the next level. You'll leave refreshed, inspired and with a plan on how to implement and maintain your new changes.

## Core Ingredients

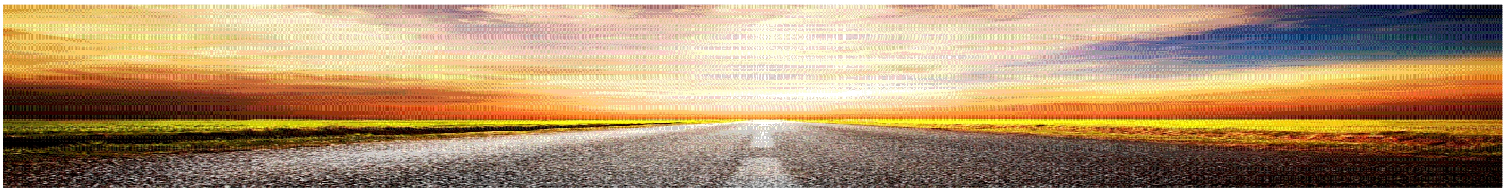
### Foundation and Improvement

**The Art of Managing** Covering the five core components of managing, their impact and the importance of monitoring and maintaining them. See how they not only improve how you manage and the way you manage, discover how it makes your day to day so much easier!

**The Benefit of Focus and Common Vision** In today's world it's easy to become distracted and loose track of where you, and your company, are going. In this training you'll identify common distractions that pull us off course and discover why this happens. You'll identify your own personal distractions and create a plan to avoid them in the future and you'll also discover the importance of creating and holding your vision during day to day activities. You'll leave with tools to help you stay on track, hold the vision and create wonderful, positive momentum for you, your team and your company!

**Communication Skills – Core** In this topic, you learn effective strategies to support you and your staff through the way you communicate. Discover the five core obstacles to positive communication, how to avoid them and maximize your communication skill. You'll dig deeper, learn how to focus on what message you're really trying to convey and what you want your staff to really hear.

**Creating, Sustaining and Maintaining Teamwork 101** Broadening your understanding of team-work, learn the key ingredients to continuing your efforts and how to keep your team thriving. You'll learn tried and true concepts and leave with a road map on how to maintain the positive path you want.



**Create and Sustain Your Day** Not many talk about this so directly. In this training, you'll not only learn the importance of daily focus, you'll learn the impact of planning your day, not so much about "What you do" as "How you are amidst" what you do. You'll discover effective concepts and strategies that work in the real world, and make your managing so much easier!

**Difficult Conversations Made Easy** Are you or your staff avoiding conversations that need to take place? Are they letting things build up until things boil over and make a mess? Learn tools to help make conversations easier and develop new skills and strategies to say what needs to be said in a way that is more receptive.

**Managing Staff Having Difficulty** You'll discover ways to support yourself, and your staff, that are having challenges. You'll develop and refine skills to not take on and personalize their challenges while supporting them to create the positive changes you, and they, want. Discover the importance of focusing on the behavior and helping them to do the same, all to maximize and increase your chances of being heard and solving the problem.

**Mastering Change** Change happens in every organization and can lead to positive or negative results. In this training, you'll learn the different responses to change and how to lessen the impact to your staff, and in turn, their productivity. You'll learn the indicators of people having difficulty with change and gain new skills in how to maximize their positive potential instead.

**Positive Leadership** Successful leadership is the cornerstone to any thriving organization. This training shares effective methods to stay on the positive track. Anyone can get caught up in drama, negativity and the many other issues that present themselves in your day to day. In this training, you'll discover and learn the benefits of positive perspective, outlook and expectations.

**Secrets to Customer Service** You'll discover tools to help your staff stay focused on your goals and the hidden, often not talked about, benefits to providing exceptional customer service. Learn how to help them not take customers' needs, demands, or even their anxiety level, personally all the while having the customer feel valued and important. You'll also learn effective tools to help you and your staff manage difficult situations and build loyalty with your customers. We'll uncover some of common pitfalls that get in staff's way and provide you with remedies to help them avoid them in the first place.

**The Setup of Perfection** Paul takes a look at "perfection" and how it can cause havoc in your day. From beating yourself up for starting your day five minutes late to how much time you spend getting things "just right". It will help you be easier with yourself and/or your staff, allow you to get more done and put some of the joy back into your life:and day!

**Steps to Becoming a Supervisor** This training provides an overview and introduction to what it takes to become a successful supervisor. Using these skills, you'll unlock your leadership potential, learn tools to become an exceptional leader and lead your team.

**Success Habits** Successful people create and sustain positive habits. These habits help them work through various challenges that present themselves. Learn strategies to creating personal success habits and develop skills to work through day to day obstacles that present themselves. You will discover ways to focus your thinking that maximizes "Positive Problem Solving" and discover how the person with the most control over this is you. You'll learn how the big picture is often the best way of looking at things and develop tools to help you stay focused there when you need.

# PAUL'S MOST POPULAR TOPICS

*"Paul's presentation style is truthful and uplifting. I valued learning how to think about my own triggers so that I can focus on the positive."*

*I also learned how employees have to change from within themselves. I plan to focus on employees positive strengths."*

Sabrina Miller  
Site Supervisor  
Yakama Nation Head Start

*"As chairperson for the Education Committee I would like to thank you for your wonderful presentation for the Franciscan Hospice & Palliative Care."*

*Review of the evaluations was very positive. Here are a few quotes:*

*'I realize that the only thing that is constant is change.'*

*'I appreciated the tools. They are useful for life and work and they connect to the human experience.'*

*Thank you for your insights, your enthusiasm and your caring that comes alive in your presentation."*

Pam Ketzner  
RN, MN, CHPN  
Franciscan Hospice & Palliative Care  
Nursing Educator

**Oops, I Forgot!** Reclaiming the power and passion of why you signed up. Remember the joy you had when you first started your career? The real reason you decided to do what you do? The feeling in your heart when you knew you were on the right track? Let's find it again, rekindle it and get things back on track.

All topics available as keynotes, breakouts and trainings.

**Keeping the Fire Burning /Rekindling the Fire** Let's dig a bit deeper and keep it going! We'll remove more of the obstacles that get in your way and provide you with long term, active steps to keeping the joy. Receive custom answers to your burning concerns. This is a customized workshop, tailored towards your specific needs.

**Okay, Now What!? Positive Leadership in a Climate of Change.** Paul shares easy and effective tools to take all your skills, old and new, and lead in the real world. You'll discover how to not let others influence your passion and drive. You'll learn how to stay focused on what you want, remember who you are and create the positive changes you want!

**Alleviating Burnout** In these times, it's easy to become overwhelmed with your job and burn out. Paul shares ways of changing your perspective, managing time and getting you – and/or your staff – back on track.

**The Importance of Self Care** Are you stressed out? Learn that it's okay to take time for yourself. Find effective ways to reduce stress, get more done and increase the joy in your life. Learn how to not take other people's challenges, emotions or reactions personally and create more space for you!

## **Seven Steps to Phenomenal Management Skills**

Improve your organization by going beyond technical skills. Paul teaches you how to use the power of communication to **Engage, Motivate and Inspire**. These approaches are **Revolutionary!** "Seven Steps" is a must for any manager or CEO wanting to create and sustain a thriving company.

## **Compassionate Leadership**


(Audio CD Available.) Learn the links between increased self-awareness and true leadership. Understand the importance of holding the vision, demonstrating respect and acceptance through behaviors. Learn skills to create a thriving, productive and more profitable work environment.

**Gossip Prevention** This focused training teaches your staff and management effective tools to eradicate this malicious problem. Participants learn the real definition of gossip, why people choose it and are given positive ways of communicating. They leave with tried and true skills to prevent gossip and avoid the trap in the first place.

Member

 **AMA** American Management Association\*

Consultant for

 **UNIVERSITY of WASHINGTON**

Master Contract With

 **HR** Washington State Human Resources

Foster Parent Educator for

 **Alliance**  
for Child Welfare Excellence

**Paul Figueroa**  
PEACE ENFORCEMENT LLC

206-650-5364 or 877-ITS PAUL  
PaulF@PeaceEnforcement.com  
www.PaulFigueroa.com

# PAUL'S MOST POPULAR TOPICS

*"His presentation is not a lecture; you are actively involved in what you are learning!"*

*I appreciated the tips for time consistency and tools to change things that aren't working."*

Samantha Arndt

*"I loved Paul's speaking style. The training was informative and helpful. I learned tools for my life... I'm not so overwhelmed."*

Jonelle Held  
Preschool Teacher  
NW Center Child Develop.

*"He kept the presentation interesting and fun. I valued really sitting down and figuring out the true meaning behind gossip."*

Latisha Adams

*"Paul's presentation was great; his humor added to it. I usually don't speak up during trainings and I felt comfortable enough to."*

Christel Pither  
Teacher  
Center Elementary

*"I liked that it was interactive and demonstrated real life situations. I learned how to deal with students, staff and parents... as well as situations at home. I now have tools to be more compassionate."*

Gretchen Guhlke

*"I valued every single aspect of the training. Paul's style is excellent! I liked how he models the whole process."*

Robin Pratt  
Teacher

**Trust in Leadership** Discover this ground breaking management approach. See how leading this way increases productivity, esteem and the work environment. (This also works for you.) Learn skills and ways to support yourself and others to lead this way. When you trust, people step up and exceed your expectations.

All trainings are customized to fit your unique needs.

**Conflict Resolution/ Prevention** During this highly interactive and effective training, participants learn the underlying motives behind conflict. You learn a common and easy language and are taught proven tools to manage and work through conflict effectively.

**Effective Teamwork and Inclusion** Paul shows the importance of teamwork and the inclusion of other people's ideas and beliefs. Paul shares concrete ways to improve teamwork in your workplace. He shows ways to support others to "count themselves in", and you'll discover the harm exclusion can do. You'll also see the benefit to the individual, and the group, of including other people's ideas.

**The Big Picture is Amazing** Discover how to remember the big picture amidst day to day problems. You'll receive tools to put things in perspective and make the "challenges" you're facing seem easier. This is great for groups dealing with change, where morale is a problem, you have a negative environment or your staff is getting caught up in things that aren't working.

**Compassionate Classrooms** Put the fun back in your day! Learn effective strategies to help you not get caught up in the "trauma and drama" some of your students experience. Receive effective tools to stay detached, help them achieve their dreams and make your teaching day more productive.

**Compassionate Workplace (Staff and Managers)** Learn effective strategies to help you not get caught up in the drama some of your staff and co-workers try to create. You'll receive effective tools to not take things personally, stay objective, focused and bring the joy back to your day!

**The Drama Triangle** The trap and solutions. Learn the three different positions on the Drama Triangle and see how they try to stir things up! Receive insights as to why people make this choice, ways to prevent it and skills to not get involved in the first place!

**Perfection with a "K"** Paul takes a look at "perfection" and how it can cause havoc in your day. From beating yourself up for starting your day five minutes late to how much time you spend getting things "just right". It will help you be easier with yourself and/or your staff, allow you to get more done and put some of the joy back into your life...and day!

**Structure! Who Needs Structure?** Paul helps kids and adults look at the importance of structure and ground rules and why it's crucial for them to be applied consistently. He illustrates various approaches and shows how internal drivers set up obstacles to receiving and applying structure. He also shares how to create loving structure that's appropriate for any situation.

**Workplace Bullying Prevention** For the person misusing their power and the people working with them. Paul discusses what bullying is and looks at why individuals make this choice, sometimes without realizing it. You'll receive effective remedies to prevent bullying and help those affected stop the behavior. He also shares ways for individuals to say "No" from a place of power.

# PAUL'S MOST POPULAR TOPICS

*"Paul's presentation style was personal and positive. His training made me take a look at how I think and how I need to change. I plan to be more positive and less of a perfectionist."*

*"Thanks to his training I plan to be aware of knee-jerk reactions. I see how it can cause communication problems with others."*

*"This training was excellent! Paul is a mind-opening and excellent speaker."*

Training Participants

*"He keeps it very real using things people deal with daily. Thanks to his training I learned to examine myself to help me be a better person."*

Latonia McMurry

*"I liked how he showed us how to turn negative into positive, the use of self-assurance and affirmations about who we are."*

Frankie Casto

*"Paul's passion is clear and he sets a positive tone for the training. He reminded me to be patient and open with other people."*

Stephanie Pelz

*"Paul made sure everything was clear and that we understood. I valued learning what I can do in future conflicts."*

Tiffany Simon

**Bullying Prevention (General)** For youth - and people working with them. Paul discusses what bullying is and looks at why individuals choose to bully. He shares insightful remedies to prevent bullying, help the bully heal and stop the behavior. He also shares ways to effectively support the victim to stand up and say "No" from a place of power.

**Moving Through Fear: A Pathway to Success** Paul helps staff and participants move through fear created by these troubled times. He shows ways of doing easy reality checks, how to change your focus to what you want and how to break through and create the abundance and success you want to achieve. Great for individuals, staff and management.

**Positive Choices for a Happier Life / Workplace** You are not your current situation, and whatever has happened to you does not define who you are! Paul shares his personal story and insights in this life-changing experience. He shows you how to increase happiness and how to make the changes you want and !

## Also Available:

Keys to Effective Team Building.

Staff and Organizational Development.

## Positive Choices and Respect

Paul shares easy ways for kids (and adults) to make better choices. He teaches ways you can help them, uncovers the power of choice and illustrates how blaming is ineffective for problem solving. You'll see how our choices can invite others to treat us poorly and discover the importance of respect, and how to obtain it.

**Gang Prevention** Paul uncovers ways to help youth avoid the trap and pitfalls of this fake "family." He shares concrete insights from his 12 year police career and Street Gang Expert experience. He explains why young people find this form of "family" important and provides you with ways to help them resist the pull. You'll leave with effective strategies to prevent - and help them make a different life choice.

**Out with the Negative** Have you noticed how negativity get's more negativity? In this training, you'll learn tools to identify and remove the negative that get's in our way. Discover how our minds end up in weird and often non-productive places and receive tools to stay focused on what you want. Develop skills to a happier and more productive day... and life!

**The Art of Flexibility** You'll learn how to be flexible, be a team player and still get what you need. Discover the importance of looking at the big picture and how to support yourself, and others, to not feel like you're overlooked. Advocacy while being a team player.

**Motivating Young People** Learn tools to discover negative things youth sometimes think about themselves. Discover ways to help them shift from this space. Learn tools they can use as well. You'll leave with tried and true ways of supporting them to remember the truth of who they are, and change their lives forever.

# PAUL'S MOST POPULAR TOPICS

*"Paul has a distinctive and motivating style. He is encouraging and let's you speak your mind. He inspired me to think positively of myself and the world around me. He is WONDERFUL and his workshops are fun!"*

Kristie King  
South Sound Association for  
Education of Young Children  
Conference Participant

*"Paul has positive energy and creates group interaction. He gives positive tips that are easy to understand."*

Meredith Johnson  
Preschool Teacher

*"I liked how Paul spoke and gave examples. He gave me a lot of tips and ways to help me to not let my past control my future. He's funny, honest and his workshop is great and helpful!"*

Melissa Moore  
Lead Teacher

*"Paul got my attention to dig into my emotions. He showed me how to draw back to the positive instead of drowning in the negative."*

Zoey Rockwell  
Lead Teacher

*"I valued learning to see an outcome positively rather than dwelling on just the negative. Paul is direct and tender to topics. He is moving, cares about you and your train of thought, what could happen next and it's inspiring."*

Candace Sefo  
Conference Participant

**Difficult Conversations** Are you or your staff avoiding conversations that need to take place? Are they letting things build up until things boil over and make a mess? Learn tools to help make conversations easier and develop new skills and strategies to say what needs to be said in a way that is more receptive.

**Compassionate Parenting** Discover the true meaning of compassion and how to bring it back into your lives, both personally and when parenting. Receive effective tools to stay detached when your children are having a hard time and still provide them with the support they need. This is a customized workshop based on the participants needs, so bring your questions, an open mind and be ready to have some fun, too!

**Goals, Structure, Results How to Get the Changes You Want.** Would you like to make some positive changes in your life? Have you tried and not had any luck? Join us in this workshop as we help you remove some of the obstacles that are getting in your way and provide you with tools to create personal structures that work! We'll have some fun, you'll learn some new skills and leave with ways of making the changes you want!

**Secrets to Improving Customer Service Skills** Teaching front-line staff effective communication and people skills is critical to successful customer service. Participants learn how to not take customers needs, demands, or anxiety level personally. Discover how to listen without getting caught up in the drama. You'll learn ways to let customers know you hear them, and for you to stay focused and on track. All techniques will help you manage difficult situations and build loyalty with your customers / clients.

**Teambuilding** Improve the ability of your group to work together and to focus on the common goal. Increase their skill in recognizing and not letting common "group" challenges become big problems and provides them with tools and skills to solve these challenges quickly.

**Overcoming Obstacles** We all have obstacles to achieving what we want. It may be happiness, a current project, friendships, coworkers - you name it. In this training you'll learn how to identify the underlying causes of these obstacles and what they mean to you. You'll see how some obstacles are self imposed, while others aren't, and you'll receive tools to help you work through them. Come prepared to have fun and to create lasting positive change in your life!

**Creating Safety in the Workplace** The feeling of safety is important at work. You'll learn how to read cues from clients that may lead to escalation. You'll also receive tools to help you establish and maintain healthy boundaries for yourself and honor and respect those of others.

**Managing Job Stress** In these times of doing more with less, it's easy to become overwhelmed and burn out. Often the boundaries between work, home and client's can blur, adding even more stress. Our environment and culture can also contribute to the problem. You'll learn concepts to enhance your management of stress and avoid burning out in today's world.

Other topics are available as well. Don't hesitate to call if you have a need that you don't see!

## Also Available

Understanding Anger

How Your Thoughts Create  
Your Reality

Moving Through  
Resentments

Building Respect



# PAUL'S MOST POPULAR TOPICS II

*"I was so blown away by the first workshop I attended by Paul that I brought him back for a second session with my new staff on Conflict Resolution. I enthusiastically recommend his inspiring workshops to any group or person who seeks both professional and personal growth!"*

Hollie Sanders  
Child Care Center Manager  
Renton Technical College

*"Before this training I was TERRIBLY FRUSTRATED at work. Now I am more focused on the things I can really change. Thank you for enriching both me, and through the practice of these methods, my staff."*

Roberta Haegele  
Customer Service  
City of Tacoma

*"I really valued the practice of the tools we learned. Being put into that position really brought the point home."*

*"Great information to take back to the workplace!"*

Training Participants

*"Paul is a great facilitator with lots of good information."*

Maylin Clark  
Pierce County

## Emotional Intelligence

In this training you'll learn how to develop self awareness and use this to build and maintain effective relationships. You'll discover how to not get so caught up in misunderstandings, how to rethink assumptions and understand different perspectives. You will be able to enhance relationships, create a positive influence in your workplace and produce the results you want.

## Interpersonal Communication Skills – 1 day

This training will help you build positive relationships and improve your organization's effectiveness. You'll also master new communication skills, uncover and move through barriers to positive communication and be able to handle difficult situations more effectively.

## Interpersonal Communication Skills – 2 day

You'll learn how to communicate with others in a way that supports your own communication style. You'll increase your proficiency in sharing and listening to others and handle face to face contacts more effectively. Results include improved workgroup cohesion, increased productivity and greater customer satisfaction.

## Interpersonal Conflict Management

Discover successful methods of identifying the causes of conflict and learn tools to resolve conflicts in a positive manner. See how communication patterns, attitudes and values impact conflict and apply effective communication skills to reduce the negative effects.

## Mastering Change

Change happens in every organization and can lead to positive, or negative results. Participants in this course discover what the different responses are to change. You'll see how you can actually choose your response rather than be a victim to the situation. Also, learn the indicators of people having difficulty with change and gain new skills in how to maximize their positive potential instead.

Member



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Awarded Pre-Approved Vendor for



**THESE TRAININGS ARE ALSO PRE-APPROVED FOR WASHINGTON STATE STAFF VIA MASTER CONTRACT WITH WASHINGTON STATE DEPARTMENT OF PERSONNEL**

# PAUL'S MOST POPULAR TOPICS II

*"Paul's style is full of insight. Thanks to the workshop I'll be more positive and proactive in dealing with conflicts."*

Brian Walsh  
WA Dept of Ecology

*"We brought Paul in to do two separate trainings for our staff and his presentations were GREAT!"*

*Numerous staff complimented me on bringing him in and suggested everyone in the agency go through this training. They also appreciated that he helped them adapt the tools to their own life as well as any challenges at work.*

*I know Peace Enforcement LLC and Paul will exceed your expectations and help you with staff's training needs."*

Tamara Barrat, PHR  
Human Resources Manager  
HOPELINK

*"I liked that Paul is very open, positive and used interactive exercises.*

*Thanks to this workshop I learned to identify and redirect destructive thought patterns!"*

Walter DuCharm  
WA Dept. of Natural  
Resources

*"Paul was great. His content and delivery was excellent!!"*

Al Juarez  
City of Bonney Lake

*"It was great working with Paul and we are looking forward to our next collaboration, soon."*

Mandy Neo  
Key Media  
HR Summit Singapore

## Assertive Communication

You'll discover how communication is the fabric of creating a more productive, cohesive and team based work environment. In this training, you'll learn how to present your message in a positive manner and enhance your abilities to communicate to managers, supervisors, co-workers, employees and the public.

## Language of Leadership - Part 1

**Enhancing Your Leadership Potential.** During this course you will discover the importance of positive communication. You'll develop skills in using positive speech in your work place to inspire, motivate and create the changes you want, empowering others along the way.

## Language of Leadership - Part 2

**What Leaders Talk About.** Successful leaders are able to engage, inspire and motivate their staff. This course will help you learn and refine your skills to do just that. Learn tools to stay optimistic in the face of adversity, cultivate and develop organizational values, and create a detailed vision of where you'd like to go.

## Building Confidence, Competence, & Credibility

You'll learn effective techniques to create the changes you want and increase your self confidence, capability and as such – your credibility. You will discover new skills in communication, conflict resolution / prevention and setting and achieving your goals. Discover how to look at "mistakes" in a new way and how focusing on what works, and amplifying these things, achieves dramatic - positive results. Also, you'll learn how to be more comfortable with trying new things, accepting change and taking on new challenges.

## Success Habits

Successful people create and sustain positive habits. These habits help them work through various challenges that present themselves. Participants will learn the strategies to creating personal success habits and develop skills to work through day to day obstacles that present themselves. You will discover ways to focus your thinking that maximizes "Positive Problem Solving" and discover how the person with the most control over this is you. You'll learn how the big picture is often the best way of looking at things and develop tools to help you stay focused there when you need.