



PETER LEIDY

WORKSHOPS AND TRAININGS

In-Person and Virtual Offerings

Friends and colleagues... Here's something to brighten your day! (In my imagination, that is.) A sampling of topics for workshops, conversations, conferences, trainings, and all that. Music and humor sprinkled in, as always.

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"YEAH, I can do that!"

Here's the deal: You may be interested in one session, period. That's great. But what about, as some organizations are doing, scheduling a series of trainings to stay engaged over time. That way we can cover more topics, get to know each other better, AND the cost per session is less!

Re-Thinking Challenging Behavior

Our service system, teams, and plans cause "challenging behavior" more that we'd like to admit.

5 Ways to Increase Employee Retention

Low pay. High turnover. If we listen better, we can make a real difference. Let's listen. And then let's talk about what we can do!

Sexuality and I/DD 101

For many people with disabilities, support and education around sexuality is absent. Let's talk about where to start.

Whose Life is it, Anyway?

We talk about choice all the time. Are we telling the truth? Who is in charge?

Contact me for more topics

"Peter gets to the heart of disability issues and helps people look at themselves and what they can do differently. His most recent in-person event in Missouri was just before the pandemic hit. Since then we invited Peter to Zoom with us. He was the same engaging presenter. We can't wait for Peter's person-centered values, humor, and musical storytelling to be back physically in Missouri."

-Kyla Mundwiller, Institute for Human Development, University of Missouri Kansas City

"I cannot say enough about Peter. What he teaches helps all of us. We at Maniilaq find his trainings (both in person and on Zoom) not only enjoyable, but profoundly enlightening. What we learn we use in our jobs AND in our daily lives. Speaking of which, it's about time for him to visit us north of the Arctic Circle again!"

-Nishama Srur, Maniilaq Association, Kotzebue, Alaska

"Since Peter's five days of workshops, I've been inundated with staff from Orbis and other organizations here saying how uplifting, motivating and invigorating these days were. With humor and music to boot! It recharged their batteries and made them think differently about the important work they do."

-Nigel Devine, Owner, Orbis Support, Newcastle, United Kingdom

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"YEAH, I can do that!"

SESSION and WORKSHOP DESCRIPTIONS

Accept Every Offer!

Working together to build community, find new ideas for connection, and boost morale

One of the rules of improv comedy is to accept every offer. To switch from “yes, but” to “yes, AND”. On stage, blocking your partner is not allowed, because it stops the story in its tracks and makes your partner look bad. In our workplaces, blocking is common. It doesn’t have to be.

We will not be performing in this session -- but rather learning how improv skills can be used in our work. Improv provides a supportive environment that allows participants to take risks, try out new ideas, and build their confidence. And it invites us to imagine new possibilities for connections, valued social roles, and inclusion.

Bringing the benefits of improv into team meetings, person-centered planning meetings, and family conversations is not about comedy, but it’s usually fun! This session will provide specific takeaways, including:

- generating more creative ideas in less time
- moving closer to desired outcomes
- building more respectful relationships with people supported and with co-workers
- deepening listening skills
- increasing engagement and motivation of stakeholders

Sexuality and Developmental Disabilities 101

People with developmental disabilities are often left out of the conversation about sexuality, almost as if they are incapable of having thoughts, feelings, and needs. In reality, they, of course, are sexual beings who need information and skills for making healthy decisions about sexuality. As someone who works with people with I/DD, you may be the most likely person to discuss sexuality with them. This session will help you become more comfortable talking about this sensitive topic by discussing what needs to be taught when and how to support people to have safe and satisfying relationships.

5 Ways to Increase Employee Retention

In workshops, conversations and trainings over several decades with disability support professionals, I have asked: "In a field with high turnover and low pay, why do you stay? What keeps you coming back?"

In virtually every group – and we know this is especially critical for the lowest paid positions in our system -- there are 5 common responses. I have heard them over and over, in all parts of the US, as well as abroad, so much so that I'm convinced they are the real truth of why people decide to stay. If organizations would take these to heart, and act on them, I know it would reduce turnover.

We will explore these 5 areas, and how your organization can boost retention:

- ~ The ways I make a difference
- ~ My relationships with people I support
- ~ My relationships with managers and team-mates
- ~ How I can feel valued and appreciated
- ~ Bringing my interests and experiences to my work

Touching the Heart of Our Work

Think of a time when you felt "YES! I love my job!" or "Today was a great day at work!" Chances are, these emotions did not come from filling out forms.

While paperwork, regulations, and layers of bureaucracy may have necessary places in our work, let's admit it: This is not why most of us do what we do!

The heart of the work is relationships and valued social roles. The heart of the work is helping people live a good life that has meaning. The heart of the work is making someone's day, and having your day made by them. The heart of the work is sharing your gifts and receiving the gifts others bring to the relationship. We need to keep the joy, the love, the HEART in our work!

In this interactive session we will acknowledge with intention what this means in our own work, on our own team, in our own workplace. We will be inspired by each others' stories and experience. Peter will also share examples of specific strategies and practices that help us find the heart and profound joy in our work.

Peter brings to this not only many years of being in direct support roles, but also supervising and supporting DSPs to bring their best selves to the job/relationship. Now, in his consulting work, he works with organizations to support joy and meaning in the relationships between DSPs and those they support.

Shoulder to Shoulder: Valuing and Celebrating the Important Work of Direct Support Professionals

In a field with low pay, low status, and high turnover, we need to embrace the importance of truly valuing and honoring the people providing day-to-day support. The work is critically important. Direct support professionals have a lot to say about what's necessary to keep them committed to, and engaged in, their work. Are we listening? This session will challenge, inspire, and make you laugh.

Cultivating Compassion and Reducing Stress

Do you spend significant amounts of time caring for others in your job or personal life? Does your life sometimes feel overwhelming or stressful? Do you think more about the past or future rather than being fully present in whatever you are doing? If so, you are not alone. Mindfulness practice can help by bringing a sense of clarity, purpose and lightness to our minds and spirits.

In this session we will:

- ~ Learn what mindfulness is and is not
- ~ Learn how mindfulness practice literally changes our brains and brings kindness and compassion to ourselves and those around us, even in tense or threatening situations
- ~ Experience a short, guided mindfulness session
- ~ Connect with others
- ~ Explore many ways to bring mindfulness into your daily life, eg in work meetings, support relationships, and routine activities like eating, walking, working out and being in nature.

Supporting Each Other to Discover Our Best Work

In my 35+ years of getting to know, work with, and learn from people with disabilities, I have seen again and again how important it is to have well-supported supporters. (Say that 3 times fast!) The right match matters. People in direct support roles and those who supervise them need to be heard and respected in their work environment – or else the quality of support declines. Good teams lead to good support. This is a conversation about staying person-centered while recognizing the gifts that paid supporters bring to their work, and how everyone benefits when we listen, collaborate, and celebrate with each other.

Re-Thinking Challenging Behavior

Many children and adults considered to have “challenging behavior” get the label through actions and events that could have been avoided. Unwanted behavior is often caused – unintentionally – by the system, the team or the behavior plan. When people feel lonely and disconnected, when we fail to imagine the person’s point of view, when a home does not feel safe or “homey”, when a place where someone spends the day is not a good match – the likelihood of unwanted behavior increases. Through real examples (and even some humor) this session will explore ways of reducing power struggles, critical incidents, and crises related to behavior.

Doing Our Best Work: 10 Ingredients of Quality Support

What do we really mean by commonly used phrases such as “best practice” and “quality supports”? What do these mean when we consider people with disabilities and those who do the important work of supporting them? Through real experiences and stories, this conversation examines 10 important ingredients of excellent direct support, taking a good look at how we can measure when we are at our best, and helping to remind us what matters most about our work.

Risk-takers, Rule-breakers, Troublemakers

In this interactive session, we will look at situations where to do the right thing means taking a risk, breaking a rule, or being considered a troublemaker. We will ask “From whose point of view is this the right or wrong thing to do?” What if the plan that a supporter is supposed to enforce seems unethical or harmful? Is a person being supported “non-compliant” – or assertive when s/he breaks a rule? Who created the rule in the first place? When have you risked being called a troublemaker?

7 Ways to Cause Prevent a Crisis

Many people labeled with “challenging behavior” spiral into crisis through actions and events that could have been avoided. Many crises are caused – unintentionally – by the system, the team or the behavior plan. When people are lonely and disconnected, when life is dull, when a “home” does not feel like home, when a place where someone spends the day is not a good match – the likelihood of unwanted behavior increases. This is not a session about techniques, but rather about how paying attention to quality of life relates to crisis prevention.

Wellbeing: What Makes Life Worthwhile -- And How We Can Support Each Other to Get There

This interactive, thought-provoking, and fun workshop is an opportunity to learn, think, and work together around ways to enhance the wellbeing of ourselves and people we care about. Many people think wellbeing is about being happy, but it is much more than that. It goes beyond health, wealth, and being successful. In fact, the Gallup organization’s research in 150 countries -- conducted over 50 years -- will likely surprise you. We will look at how 5 elements of wellbeing (career, social, physical, financial, and community) interact with each other and contribute to our overall wellbeing.

Making Connections: Building Bridges to Community Life

Paying attention to a person’s community life is a fundamental part of our work. Many people served in our system are lonely or disconnected. Through real stories this session explores strategies for making connections and building relationships, the barriers to community connecting, and how we can make and keep a commitment to the important work of community building when there are so many other issues that seem urgent.

Whose Life Is It, Anyway?

In this session we will look at power and control in support relationships. Many people being supported feel that others are too often telling them what to do. Many supporters feel that guiding and deciding are expectations of their job or supervisor. We talk about choice all the time, but what does choice really mean? And does it differ from person to person?

10 Things I'd Like to Tell My Employer

Often, people who work in direct support roles do not feel heard. This is an opportunity to think together about some common themes, questions, and concerns of direct support workers. It is also a chance to view and discuss a new video on the subject.

Bringing Who We Are to What We Do

Quality support often reflects what support workers bring into the job (and relationship) that is not part of the job description. The work is relational. The match means a lot. Who shows up makes a huge difference. When we hire "good" staff, we should think about how their life experience, networks, and interests may benefit the person being supported.