Topic: Achieving Sustainability
Instructor: Dr. Hay
Duration: One day
Audience: Senior and Mid-level Managers, team members
Goal: Professional development, incorporation of sustainability considerations and practices into processes and projects
Course Delivery Method: The course will be interactive and combine lecture and video presentations with small group exercises and participant presentations.
Content Brief: According to the United Nations Commission on Sustainable Development, sustainability means "meeting the needs of the present without compromising the ability of future generations to meet their own needs." This course is designed to introduce the concepts of sustainability and how they apply to local, regional, and national governments and non-government organizations (NGOs). We explore the social, economic, and environmental components of sustainability with examples from across the globe and from the participants' home regions.
Outcomes: The training will give leaders, managers and employees ideas and tools to influence, develop, and evaluate sustainability initiatives; help in planning and communications; and practice in creating sustainability action plans and sustainability outreach plans in their own fields.

Topic: Data-Based Decision-Making and Continuous Improvement
Instructor: Dr. Hay
Duration: One day
Audience: Senior and Mid-level Managers, team members
Goal: Professional development, incorporation of data into programs, processes, and projects
Course Delivery Method: The course will be interactive and combine lecture and video presentations with small group exercises and participant presentations.
Content Brief: This course is designed to engage participants in applying new tools and expertise to the challenges and opportunities faced by national, regional, and local government agencies and non-government organizations (NGOs) in improving policies, programs, and performance. These include needs analysis, developing realistic objectives, implementing performance measures and data tools, and training other leaders and managers in data-based decision making. We also look at implementing policies and procedures for assessing cost-benefits and adjusting policies, procedures, and incentives based on results.
Outcomes: Participants learn proven methods and apply them to develop custom monitoring, evaluation, and continuous improvement solutions for their specific agencies and projects.

Topic: The Etiology of Health Problems and Best Practices for Services to Children and Families
Instructor: Dr. Hay
Duration: One day
Audience: Senior and Mid-level Managers, team members
Goal: Professional development, incorporation of childhood problem etiology information into health and social services
Course Delivery Method: The course will be interactive and combine lecture and video presentations with small group exercises and participant presentations.
Content Brief: This course is designed to engage participants in improving health and social services to children and families based on current knowledge regarding how health problems develop in children. It

is designed for leaders and managers from national, regional, and local government health agencies and non-government organizations (NGOs) to improve policies, programs, performance and outcomes. Participants learn about crucial new findings in healthy child development and the most important risk and protective factors related to physical and mental health problems, from bullying to obesity. They then practice how to apply this knowledge to develop custom solutions for their specific agencies and projects. This requires identifying stakeholders across agencies, training key leaders in the issues and implications for policy and practice, developing realistic objectives and strategies, and implementing performance measures and data tools. Finally, we look at procedures for assessing cost-benefits and making the case for the value of investing in children.

Outcomes: Participants learn fundamental principles and proven methods and apply them to develop custom solutions for their specific agencies and projects.