**JYS Consultants-PosiPower Concepts, Inc.**

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**PosiPower Workshops for Head Start**

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 ***"Where all elements of training begin with self"***

1. ***Be a PosiTeacher in Your Classroom***
2. ***What to Do When Little Kids Won’t Listen – Classroom Management Skills***
3. ***Co-Teachers Working Together as a Team***
4. ***PosiPower Ways to Effectively Work With Parents***
5. ***Working in Teams – Teachers, Bus Drivers, Managers, etc…***
6. ***Time and Stress Management for Teachers***
7. ***Hire and Retain the Best Teachers***
8. ***Coaching the Best Out of Your Teachers and Staff – For Management***
9. ***Diversity in the Workplace in the 21st Century***
10. ***Celebrate Diversity in Your Classroom***
11. ***Balance Work and Family & Be Positive in Both***
12. ***20 Study Strategies for Academic Success – (Designed for teachers going back to college)***
13. ***Navigating Your College Experience***

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**BACKGROUND INFORMATION**

Founded in 1993, and now over 20-years old, **JYS Consultants-PosiPower Concepts, Inc.**is a private management, education, training and consulting firm.  We are located in Westerville, Ohio and Tampa, Florida. Our primary commitment is to improve the lives of individuals and the atmosphere of organizations and companies by teaching **PosiPower Concepts**along with core training needs. Thousands of participants around the country have had the training **"Our Customers Deserve the BEST."**We are proud of our outstanding reputation**.**

The **PosiPower Concept** asserts that: **"All elements of training begin with self."** This concept makes our training unique. Over the years, we discovered that employees who feel good about themselves and their contribution to the organization are more receptive to change. Individuals who know how to maintain a positive self-image make the best supervisors, managers, and workers. This is why each training session begins with a self-esteem component. **PosiPower** training sessions are customized and thorough in the areas of **customer service**, **conflict management**, **team-building, diversity**, and increasing **productivity**. Participants come away with a renewed sense of commitment and enthusiasm for themselves, their workplace, and their lives in general. Additionally caseworkers, childcare providers, and parents who take our parenting classes are able to work effectively with children in these challenging times. Our PowerPoint presentations are highly rated.

**Our Objectives are to:**

* **Promote excellence and increase productivity**
* **Improve customer service and customer satisfaction**
* **Build stronger teams and enhance leadership skills**
* **Improve attitudes by teaching positive concepts**
* **Reduce resistance to change**
* **Teach diversity & cultural issues**
* **Teach positive techniques that resolve interpersonal conflicts**
* **Create a positive work environment for men and women**
* **Promote positive families and children**
* **Create a positive balance between work and family**

***A few comments from previous participants:***

*"It made me see that what I think is a bad situation in the present could be a window of opportunity."*

*"This training improved my professional outlook."*

*"Lots of ideas creating measurable goals, how to, etc.,"*

*"New ideas on how to address different issues"*

*"I'm a PosiParent because of these classes."*

*"I now know what to do with my child."*

*"Jordana really cares about our concerns."*

*"Very enthusiastic, down to earth, knowledgeable, good stories."*

**SOME OF OUR CLIENTS ARE:**

* Saginaw Intermediate School District (SISD) – Saginaw Mich
* Iowa Community Action – Des Moines, Iowa
* Community Action of Southern – Jeffersonville, Indiana
* The Council for Economic Opportunities in Greater Cleveland
* Beecher Early Childhood Program – Flint, Michigan
* Area Five Head Start – Logansport, Indiana
* North Carolina Community Action Agency – Nashville Conference
* Kno Ho Co Ashland CAC – Coshocton, Ohio
* Human Services Inc. – Indiana
* Chippewa-Luce-Mackinac CAA – Michigan
* Geminus Corporation – Indiana
* Gogebic-Ontonagon CAA – Michigan
* CDS Lakeshore Head Start – Michigan
* Erie Huron Community Action Commission – Ohio
* Action Inc., Head Start – Indiana
* Northwest Indiana CAC – Indiana
* Family Development Services, Inc. – Indiana
* SEACAA Regional Conference - Michigan
* 09 Mid-America Community Action Conference – Indianapolis, Ind.
* Indiana Community Action Association (INCAA)
* Ohio Association of Community Action Agencies
* Hancock/Hardin/Wyandot/Putnam Community Action – (HHWP)
* Cincinnati-Hamilton County Community Action Agency
* WSOS Community Action Agency
* Michigan Community Action Agency
* Child Development Council of Franklin Cty, Inc. Head Start
* The Ohio Child Welfare Training Program
* The Ohio Human Services Training Program
* The Institute for Human Services (IHS)
* Lucent Technologies
* City of Columbus (Citywide Training)
* Illinois Association of Community Action Agency (IACAA)
* Council on Rural Services – Piqua, OH
* Community Action of Kentucky
* Corporation for Ohio Appalachian Development Programs
* Appalachian Leader Academy
* Nationwide Columbus Children's Hospital
* Ohio Payroll Association
* Ohio Civil Service Commission
* PCSAO (Public Children Services Association of Ohio)
* Franklin County DJFS
* Hamilton County DJFS
* Lucas County DJFS
* Ohio Child Development
* The Ohio Commission for African American Males
* DSCC - Dept. Defense
* YWCA - Columbus
* Denison University – Ohio
* Dublin City Schools
* Worthington City Schools
* Worthington/Upper Arlington Summer Institute
* Columbus Public Schools
* Cleveland City Schools
* Delaware City Schools
* Jackson County DJFS
* Licking County Schools
* Newark City Schools
* Western Ohio RTC
* Athens County DJFS
* Cuyahoga County CSB/DJFS
* Lucas County CSB/DJFS
* Southeast Ohio RTC
* Southwest Ohio RTC
* Southeastern Ohio RTC
* ILGARD - Ohio University
* Montgomery Cty. CSB/ DJFS
* Northeastern Ohio RTC
* Central Ohio RT
* Ross County DJFS
* East Central Ohio RTC
* Glendale & Scottsdale Public Libraries, Arizona
* Mansfield/Richland County Public Library
* Cincinnati Public Schools
* Richland County DJFS

***1.* *Be a PosiTeacher in Your Classroom*  ![MCBD10507_0000[1]]()**

PosiTeachers give their best and they receive more cooperation from their students, because they give and demand respect. These teachers possess the skills to build cohesiveness among their students by enhancing a positive environment. **Be a PosiTeacher in Your Classroom** is a highly interactive workshop that involves self-assessment exercises and group activities. Teachers learn tips on how to change negative child behavior into positive ones. These PosiTeachers learn to role-model appropriate ways to handle negative situations inside and outside the classroom. **Be a PosiTeacher: By Thinking Positively** booklets are available for an additional charge. Main Topics include:

* Maintain a positive self-image and feel good about YOU as a teacher
* Turn negative classroom situations into positive ones
* Set an example and role-model appropriate behavior for children/students
* PosiTeachers are most effective when they are competent with curriculum
* **Learn how to bring out the best in each student**
* **10 Principles of a PosiTeacher**

***![MC900436041[1]]()***

***2. What To Do When Little Kids Won’t Listen –***

 ***Classroom Management Skills***

One of the most difficult challenges teachers is when a child refuses to listen or follow directions. Quickly an entire classroom or lesson plan is in danger of being derailed.  It is during these times that teacher’s patience, skills, and tolerance are tested.  In this course, teachers learn positive and effective ways to handle difficult children. They learn why it is important to role model and set-examples of ways to manage frustration, anger, and stress. Teachers learn positive ways to provide consequences and why labeling, ridiculing, and isolating can be detrimental to a child's self-esteem and their own. Ultimately, teachers learn how to talk so children will listen, and strategies to use when they won't. This course is designed to be highly interactive with discussions of real-life situations. Class objectives include:

* Why PosiTeachers have Positive classrooms
* Role-modeling a positive self-image
* Turn negative classroom situations into Positive ones
* How to stay positive when overwhelmed by teaching
* Why children misbehave
* What to do when a gets angry
* What not to do when you get angry
* 10 PosiPower Ways to Bring out the BEST in Children
* 10 PosiPower Ways to Get Children to Listen

***3. Co-Teachers Working Together as a Team ***

Thistraining is designed specifically for co-teachers in the same classroom. It is essential that they work together positively and effectively. PosiTeachers are role models for their students when they become better team-players. Teachers learn productive ways to cope with classroom conflicts that may hinder their team. Through self-awareness exercises, they also learn how to solve problems by clarifying real issues and roadblocks. They learn how and when to take initiative with difficult students. In this course, co-teachers will support one another by learning the following:

* A positive attitude is best example for their students
* How to take initiative and how to support one another
* Ways to promote excellence and increase learning in the classroom
* Skills that will help resolve interpersonal problems and their causes
* To resolve or eliminate credibility issues by clarifying real issues and roadblocks that may hinder the team
* 10 PosiPower Tips to Working Together as a Team

***4. PosiPower Ways to Effectively Work With Parents* ![MCj03976220000[1]]()**

Working with parents can be a challenge for even the best teachers. Some parents do not understand or care how they can help teachers to bring out the best in their child. On the other hand, there are some teachers who do not value parents. They see parents who advocate for their child as adversaries rather than part of a team. PosiTeachers understand that working effectively with parents toward a common mission will help ensure the success of the child. In this course, teachers will learn the following components.

* The importance of a positive self-image in the classroom
* PosiTeacher Techniques for difficult students & their parents
* Why working positively with parents is the best course of action
* Ways to get parent involved in the school activities
* How to talks so parents will listen
* 12 PosiPower Ways to Work Effectively with Parents

***5. Working in Teams – Teachers, Bus Drivers, Managers, etc…***

**![MC900338752[1]]()**

This training is designed specifically for Head Start team members including: administrators, teachers, assistant teachers, case workers, nurses, bus drivers, and other staff.  Participants learn how to become better team-players to create the most enriching experience for children. They learn five (5) coaching styles and which ones they prefer or resist. Participants/players learn more productive ways to cope with workplace conflicts that may hinder the team from reaching its goals. Through self-awareness exercises, participants also learn how to solve problems by clarifying real issues and roadblocks. They learn how and when to take initiative.  In this course, participants will learn the following:

* A positive attitude is best for the whole team
* Five (5) Coaching Styles
* How to take initiative and still work within the team
* Ways to promote excellence and increase productivity
* Skills that will help resolve interpersonal problems and their causes
* To resolve or eliminate credibility problems by clarifying real issues and roadblocks that may hinder the team

***6. Time and Stress Management for Teachers ![MCj02308240000[1]]()***

Teachers today have a lot of demands to meet from students, parents, and administrators. However, it is essential to their mental and physical health, to learn positive ways to manage school related and home stresses. It is also important to learn how to become better organized. Most important, teachers learn how not to pass on stressful habits. Teachers will benefit from this course, because they will learn to manage time and stress. Key points are:

* What's negative & positive about stress?
* Learn constructive ways to use and manage your time in the classroom.
* Let go of destructive worrying, habits, and people.
* 25 Things to do to manage your time better.
* 10 Ways to get rid of negative stressors.
* **10 Ways to feel positive every day.**

***7. Hire and Retain the Best Teachers* ![MC900071110[1]]()**

The ability to hire and retain the best staff is a primary goal of all good management.  Throughout this course, participants learn how to incorporate education, experience, skills, and interest into a profile that may be used to screen, interview, and place the best applicants. Managers understand the mission of their organization, and the needs and roles of their team members are more effective interviewers. This PosiPower course, like all of our courses, has a self-esteem component because positive-minded managers (PosiManagers) are more likely to take the time and make the effort to ensure that the interview is not just done correctly, but exceptionally. Teachers who feel appreciated, challenged, supported, and encouraged in the workplace are more likely to foster an excellent environment for their students and remain with an organization longer. This course on hiring and retaining the best teachers is dedicated to developing an outstanding work environment where student and parent achievement and satisfaction are the main objectives.  This course will also incorporate components of our popular course for staff, “It's NOT a Chit-Chat – Interviewing Customers for Effectiveness.”  Participants will learn:

* How to properly interview potential teachers
* What are the characteristics of a positive teacher
* How to build and enhance interpersonal skills
* The difference between acceptable chit-chat during the interview and sabotaging chit-chat that will derail the interview
* To promote excellence and increase productivity by getting appropriate responses from teachers and interviewees
* How to motivate teachers to continue their education and professional development
* How to improve teacher retention through increased job satisfaction

***8. Coaching the Best Out of Your Teachers and Staff –***

 ***For Management***

**![MC900288976[1]]()**

Ideal coaches are excited about themselves, their players, and the organization. The purpose of this training is to facilitate administrators and supervisors in creating an encouraging and supportive work environment that thrives on excellence.  Administrators/coaches learn the importance of maintaining a professional and positive self-image and promoting such attributes in their teachers and staff.  They discover how to bring out the best in their team which will allow their teachers and staff to bring out the best in their students. In addition to learning how to motivate teachers and staff to reach their highest potential by uncovering hidden strengths, they learn how to help change negative attitudes into positive ones that minimize conflict and increase productivity. These tools transfer to the classroom. While demonstrating good work habits and professional behavior, managers will positively influence teachers and staff during "coaching sessions."  The course incorporates team building & leadership skills by highlighting 5 Coaching Styles that encourage communication, cooperation, trust, enthusiasm, and openness. 10 PosiPower techniques to "coach-out" the best in employees are a highlight of the course, along with the following:

* Why Coaches/Supervisors must maintain a positive self-image
* Identifying the influences of the best and worst coaches in your life
* Working with "problem players"
* Fostering initiative in players
* Developing ways to promote a safe and trusting environment
* Building a great team by developing hidden talents
* Teaching your players to be proud of what they do
* 10 tips to becoming an effective coach

***9. Diversity in the Workplace in the 21st Century – For Head Start***

**![MC900070836[1]]()**

The 21st Century workplace and our clients have become increasingly diverse. In this course, participants learn that having an ethnocentric perspective of our society will hamper their ability to service diverse students and their parents. Participants will discover that on a daily basis people from different races, cultures, and walks of life, work harmoniously alongside one another. This course is designed to celebrate that diversity. Participants learn that individuals who feel good about themselves are more receptive to people who are "different". Participants share or rediscover their own heritage. This course is designed to actively involve and stimulate a diverse group of individuals whose gender, socio-economic class, physical ability, heritage, intelligence, lifestyle, age, race, sexual orientation, religion, and ethnicity may represent very different or very similar perspectives. Participants also learn and discuss the effects of prejudice and discrimination in the workplace. The main points of discussion include:

* Diversity in the work place is a positive concept
* Respect, patience, tolerance, and understanding is essential in the workplace
* The importance of respect and communication when working with diverse parents
* How each of us is culturally unique
* The effects of prejudice and discrimination
* 10 PosiPower Reasons to celebrate diversity in the workplace

 ***10. Celebrate Diversity in Your Classroom ***

Diversity is all around us and it a positive experience that enriches everyone’s life. Children/students and their families are representatives of all walks of life and they need to be valued and welcomed into the classroom. In this course teachers learn how to positively respond to students from different backgrounds, ethnic groups, races, socio-economic status, as well as ones with different learning styles. They learn why it is important to make connections with each student and to value their uniqueness. Topical highlights are:

* Why it is important to foster a positive learning environment
* How the classroom is diverse in a variety of ways
* What is meant by "culture," "diversity," and "race?"
* Why celebrate diversity in your classroom?
* What do all children need?
* 10 tips to help your students to feel **positively** unique

***11.* *Balance Work & Family & Be Positive in Both* ![MPj04070850000[1]]()**

The objective of this workshop is to teach teachers the importance of maintaining a balance between work and home life. Teachers learn that educators who have positive interpersonal relationships are generally the PosiTeachers in their classrooms. They are also PosiParents if they have children of their own. Teachers with a happy home life are more productive in the classroom. They are less distracted by family problems and have fewer absences. These valued teachers can fully focus on their students. In addition, school administrators who value families have loyal teachers. Administrators and teachers working together will find that the benefits are mutually satisfying. In this workshop teachers will discover:

* The benefits of a positive self-image
* That balancing work & family will reduce stress
* Having a positive attitude for work and family isideal
* That PosiTeachers have PosiKids in the classroom and at home
* That teachers can reach their highest goals and still have a loving home
* How to become a super asset, and not a liability to your workplace or family
* **15 PosiPower Ways to Balance Work & Family**

***12. Study Strategies for Academic Success ***

All students want to perform well in school, especially teachers. However, at some point any student or teacher may struggle to achieve their desired grades. It may be a specific class or subject, the transition to upper level course work, or studying may have always been difficult. All students have to ability to improve their academic performance. The goal of this interactive workshop is to provide positive techniques for obtaining better grades throughout the course and at test-time. Teachers going back to school will discover:

* How to maximize time spent in class through effective note taking
* What did I write? - How to make the most of your notes
* Underlining and outlining - retaining the most of the assigned reading
* Time management for academic success
* Setting the stage, creating a study plan for the course and at exam time
* Stress relieving techniques to help stay focused
* Tips for scheduling classes for success
* The importance of staying positive during challenges
* I need help - advise for seeking help from tutors, gas, and professors

***13. Navigating Your College Experience* ![MCj03974820000[1]]()**

Going to school can be an anxiety-filled experience from seemingly trivial questions, “How will the other students and professors treat me as a non-traditional student?” to practical concerns, “I haven’t studied for a test in years.” Not to mention all of the added stressors of balancing school with work and family in an already over-taxed schedule and budget. In this interactive workshop participants will be exposed to the following:

* Goal-setting and focusing on a positive future
* The importance of meeting with advisors and other resources on campus to make sure you are on the best track to achieve personal and professional goals
* Organization strategies for work, home, and school to maximize your time in each
* I need help! – Advice for getting assistance from Gas, tutors, and professors
* Study strategies for throughout the course and at exam time
* 25 PosiPower ways to manage stress