



CULTURE ENERGIZED

# PROACTIVE GROUP MANAGEMENT PROGRAMMING



Presented By: Culture Energized



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## PROGRAM

# OVERVIEW



Culture Energized offers in-person group management trainings designed to equip youth program staff with the tools, confidence, and structure they need to lead safe, inclusive, and engaging group experiences.

Whether your team is brand new or seasoned, we help adults working with youth build proactive skills in behavior management, relationship-building, communication, and program flow—so they spend less time reacting and more time leading with purpose.

**This partnership includes three key supports:**

1. A 3-hour immersive **Proactive Group Management Training** to help coaches build foundational skills before working with youth
2. A 3-week **Program Growth Assessment** to guide coach development through simple, realistic goals and weekly reflection
3. (Optional) **On-site coaching visits** to provide real-time modeling, encouragement, and support during the first few weeks

Together, these supports help coaches feel more confident, connected, and prepared for the summer ahead.



# PROGRAM

# GOALS

Our goal is to help staff feel prepared, supported, and confident by focusing on the practical, proactive strategies they'll use every day while working with youth.

## By the end of this program, coaches will:

- **Understand why proactive behavior management matters:** Coaches will learn how structure, consistency, and positive reinforcement can prevent challenges, reduce stress, and create more time for fun.
- **Learn and practice 5 core group management strategies:** These beginner-friendly tools can be integrated into daily routines from day one:
  - Building Rapport – Simple ways to leverage inclusive behaviors to connect with youth and create trust
  - Transitions & Redirecting – Moving groups smoothly and keeping energy focused
  - Attention-Getters – Gaining group focus without yelling or clapping endlessly
  - Setting Expectations & Consequences – Keeping rules clear, consistent, and fair
  - Leadership Opportunities – Letting students step up and take ownership in small, meaningful ways
- **Build confidence in their role as group leaders:** Through modeling, peer practice, real-time coaching, and reflection, coaches will feel more confident leading their group, managing common misbehaviors, and redirecting students.
- **Leave with a game catalog:** Each coach will receive a printed Game & Strategy Catalog they can use throughout the summer to teach teamwork, manage group energy, and build a fun, inclusive culture.



# SCOPE OF WORK

## GROUP MANAGEMENT TRAINING

A hands-on, beginner-friendly session designed to equip coaches with the core tools they'll need to succeed in their role. Coaches will learn and practice 5 proactive group management strategies:

1. Building rapport
2. Leading smooth transitions
3. Using attention-getters
4. Setting expectations and consequences
5. Creating leadership opportunities for youth

Includes: modeling, peer practice, group reflection, and a printed Game & Strategy Catalog to use throughout the summer.

## SITE VISIT ASSESSMENT

A simple observation form to help you track how coaches are applying what they've learned. Each week, there's a focus area with clear behaviors to look for. The goal isn't perfection—it's steady, supported growth.

## ONSITE COACHING

During the first 2–3 weeks of programming, Culture Energized will conduct on-site visits to observe coaches in action and provide supportive feedback and modeling. These visits reinforce training and help coaches apply what they learned in real time. We use the "I Do, We Do, You Do" model:

- I Do: We demonstrate routines or redirection techniques for coaches to observe
- We Do: We guide coaches through trying it together
- You Do: Coaches lead on their own—with encouragement and feedback

These visits are positive, supportive, and non-judgmental. They're meant to help coaches grow through practice and build consistency across sites.



# SITE VISIT BREAKDOWN

## Week 1: Safety & Belonging

Safety and trust are the foundation for everything else. If students don't feel safe or connected, engagement and leadership won't follow. Coaches also need to feel grounded in routines and group control tools before trying anything more complex.

What this could look like:

- How to get attention without yelling (attention-getters)
- High fives, name usage, greeting students warmly
- Group expectations and boundaries (e.g., lining up, group norms)
- Creating physical safety: spacing, equipment, seating
- Practicing calm, consistent tone when enforcing rules

## Week 2: Engagement

Once safety and group flow are established, coaches can focus on keeping energy high and students involved. This is where they learn to lead games and respond to day-to-day dynamics.

What this could look like:

- Transition timing (e.g., keeping transitions under 3–5 mins)
- Teaching games and energizers that include everyone
- Adapting for different learning styles (movement, visuals, call-and-response)
- Tools for resolving low-level conflict (rock-paper-scissors, positive redirection)
- Helping shy or disengaged students participate

## Week 3: Leadership

Once coaches are managing their group and keeping students engaged, it's the right time to elevate student leadership. This is also when incentive systems can be introduced meaningfully—not too early when trust and structure are still forming.

What this could look like:

- Giving students jobs (e.g., line leader, timekeeper, cleanup crew)
- Running incentive systems (e.g., shoutouts, team points, raffles)
- Letting students lead stretches, chants, or small activities
- Noticing and naming leadership behavior out loud



# INVESTMENT

| Service                           | Time  | Description   | Rate                       |
|-----------------------------------|---|---|----------------------------|
| <b>Proactive Group Management</b> | 3 Hrs.  | In-person, immersive training for up to 40 incoming summer coaches; includes printed Game & Strategy Catalogs, group management workbook, and all materials | \$3,000                    |
| <b>On-Site Coaching Visit</b>     | 2 hr. & 15-min Debrief  | 2-hour observation & Modeling during live programming + 15-minute debrief with coaches and/or site leads (per visit)  | \$500<br>(3X)<br>\$1,500   |
| <b>Program Growth Assessment</b>  |   | Includes 3-week coaching framework, checklist of observable behaviors, and implementation support for weekly check-ins                                      | \$250                      |
| <b>Non-profit discount</b>        |   | We offer a 5% discount (**If applicable)  |                            |
| Estimated Pricing                 |   |   | \$4,750.00                 |
| Bundle Option                     | Description   |   | Rate                       |
| Training + 3 Site Visits          | Full 3-hour training plus three on-site coaching visits + debriefs, and program growth assessment PDF |   | \$3,900                    |
| Estimated Pricing                 |   |   | \$3,610.00<br>(Save \$850) |



# MEET YOUR TRAINER

## MARIAM (MO) ABDULLAH

Mariam (Mo) Abdullah ( She/Her) is the Founder of Culture Energized and an experienced c trainer and lead consultant. Originally from Atlanta, Georgia, Mo has worked with a variety of organizations including over 75 schools, non-profits, and tech companies across the U.S on creating positive culture through professional development trainings. Mo has over 15 years of experience working in the education and nonprofit sector servicing over 3,000 students, employees, and professionals on building inclusive cultures, transformational trainings, and leadership/professional development. With her electrifying and dynamic facilitation style, she has been able to impact and energize diverse groups from classrooms to board rooms while shining light on the issues that matter!

