



Catalog of Services

Overview

Sage Wellness Group, LLC is pleased to share this Catalog of Services to develop and sustain lasting partnerships with agencies who have an interest in strengthening and implementing organizational effectiveness models. As detailed below, Sage Wellness Group has expertise, experience and capacity to provide individual, small group, specialized group (e.g., administrators, managerial staff, etc.), all-staff, Executive, Board of Directors, and stakeholder/community coaching, trainings/workshops, retreats, and listening sessions. Sage Wellness Group also provides intensive organizational effectiveness support via organizational audits, policy and procedure review and creation, culture walks, and organizational observations. All services provided incorporate Sage Wellness Group's philosophy that we are **People First, Professionals Second**™, and as such, are delivered using a person-centered and strengths-based lens.

Our Values

1. People are the experts of their lives and agencies are the experts of the staff they support and the clients and communities they serve.
2. Safe spaces are necessary and provide platforms for honesty, transparency, and vulnerability for culture shift & transformation.
3. Approaches grounded in mindfulness, trauma-informed care, and restorative practices assist people in feeling seen, heard, valued, productive...and healed.
4. Our approach is tailored to the needs and is guided by the expertise of our partners... although, we're pretty brilliant too!
5. Self-care is necessary...we will rest, laugh, fellowship, and be models of joy.

Our Areas of Expertise & Offerings

Workshops and trainings range from 60-minute to full-day offerings, with many trainings being offered in a series to ensure retained learning. All workshops and trainings are facilitated to cater to diverse adult learning styles. Please note that Sage Wellness Group trainings and workshops are designed to be applicable across both agency and audience type. For example, we offer Trauma 101 trainings for both youth and parents, and for organizations, ranging from community-based organizations to corporations.



EMPLOYEE MORALE & WELLNESS

- Creating a Culture of Mindfulness
 - For Leaders
 - For Staff
- Mindfulness & Meditation (standalone workshop or as a series)
- Sound Healing & Somatic Breathwork
- Yoga for Stress Relief
- Movement as Medicine: Using Movement to Create Community
- Mindfulness in Nature: An Introduction to Forest Bathing, Grounding and Meditation

MENTAL HEALTH

- Understanding Mental Health: Common Myths and Assumptions
- Mental Health and Its Impact...on Everything!
- Depression 101
- Anxiety 101
- Supporting Each Other (And Ourselves) During Difficult Times
- Understanding Mental Health & Addiction
- Cultural & Community Stigmas
- CORE Mental Health for Corporate Professionals
- Mental Health Weekly Check-In (4-8 week series)

TRAUMA-INFORMED & RESPONSIVE CARE

- Trauma 101
- Trauma 101 Series (3-part series)
- Adverse Childhood Experiences (2-part series)
- Adverse Childhood Experiences from an Equity Lens (2 or 3-part series, with optional coaching)
- The Impact of Complex Trauma on the Brain
- Trauma and Immigration: Understanding Pre-Migration, Migration, and Assimilation Trauma
- Becoming a Trauma-Informed and Responsive Agency (3 or 6-part series, with mandatory coaching)
- Understanding & Healing From Race-Based Trauma
- Six Principles of Trauma-Informed Care & How to Integrate Them

EQUITY

- Equity 101
- Equity 101 Series (3-part series)
- Understanding Microaggressions: Microinvalidations, Microassaults & Microinsults
- Working with 'Vulnerable' Populations
- Supporting LGBTQ+ Communities
- Exploring Bias
- Allyship & Advocacy (6-part series)
- Why Equity is Good Business Practice: The Benefits of Diverse Voices
- Creating a Culture of Inclusion
- Redlining Trainings



RESTORATIVE PRACTICES/HUMAN RESOURCES

- An Introduction to Restorative Practices
- Restorative Practices for Organizational Implementation (from a Human Resources Perspective)
- An Introduction to Community Building Circles
- Conflict Transformation
- Restorative Circles (specifically for rupture repair)
- Community Creation
- Creating a Culture of Accountability & Care
- Community Building Circles
- Emotional Intelligence (4-part series, can be all-staff or specific to organizational leadership)
- Introducing Change (Motivational Interviewing)
- Ethics
- Utilizing the Ethical Decision Model within our Organization
- Understanding the Social Relationship Window to Build Strong Teams

CHILDREN, YOUTH & EDUCATORS

- Youth Mental Health First Aid
- Restorative Practices for Children & Youth
- Race & Equity: How to Talk with & Listen to Your Children
- Creating Classrooms of Inclusion
- Handle with Care: An Educator's Guide to Trauma-Responsive Teaching
- Brain Rules: Culturally-Responsive Teaching
- Student Affinity Groups
- Effective Communication for Educators

ORGANIZATIONAL CULTURE

- Understanding Our Organizational Mission and Vision in Action
- Exploring & Honoring Our Organizational Values
- Executive Functioning: How to Effectively use Time Management, Delegation, and Problem-Solving
- Cultural Transformation
- Maintaining Soft Skills in a World of Artificial Intelligence
- Working with 'Difficult' _____

SPECIAL GROUPS (Managers, Employee Resource Groups, Peer Support)

- Parent Support
- Caregiver Support
- Peer Support
- Peer Recovery
- Grief & Loss Support—Organization Specific (e.g., may be offered as a support for staff when an organization loses a staff member)
- Grief & Loss Support
- Managerial Training 101 (6-part series for mid and upper-level management on time management, delegation, community building, effective communication, and conflict transformation)
- Affinity Group Sessions



LEADERSHIP DEVELOPMENT

- People Style Leadership Coaching (16-part group or individual coaching series)
- Motivational Interviewing (2-part series, minimum)
- Rolling with Resistance
- Supporting My Team Through Change
- Understanding My Leadership Style
- Understanding My Team's Leadership and Communication Style
- Embracing Leadership Transitions
- Understanding Our Organizational Chart in Practice: A Deep Dive into Collaborative Responsibility
- Leadership Team Development
- Effective Communication
- Creating and Rolling Out Our Communications Plan

COACHING (Minimum of four Sessions)

- Executive Coaching, one-on-one
- Executive Team small group coaching (up to six executive team members)
- Managerial Coaching, one-on-one
- Managerial Team small group coaching (up to eight managerial team members)
- Leadership Team Coaching (up to twelve Leadership Team members)
- Performance Coaching (individual/small group)
- Mindfulness Coaching (individual/small group)
- Group Coaching Process Experience (minimum of 3 sessions, up to 12 participants)

RETREATS (All-day, half-day, or by session)

- All-Staff Retreats
- Executive & Leadership Team Retreats
- Board of Director Retreats
- Community Based Retreats

TECHNICAL ASSISTANCE & IMPLEMENTATION

- Organizational/Agency Audits
 - Organizational Effectiveness Audits
 - Employee Engagement & Wellness Audits
 - Trauma-Informed Practice Audits
 - Equity Audits
- Policy/Procedure Review & Creation
- Strategic Planning Creation & Implementation



Our Team

- **Dr. Tara Doaty, Ph.D., Founder & CEO:** Doctorate in Clinical Psychology and recognized nationally as an expert in trauma-informed and responsive care, mindfulness, and organizational effectiveness
- **Victorious Hall, M.A., Organizational Effectiveness & Educational Consultant:** Over 20 years as an Administrator in Prince George's County Public School in Prince George's County, MD
- **Dr. Nathalie Edmond, Psy.D., Trauma & Equity Consultant:** Psy.D. in Clinical Psychology
- **Randy Green, M.A., Restorative Practices Expert and Consultant:** Over 20 years as an Administrator in Prince George's County Public School in Prince George's County, MD
- **Zy Richardson, M.A., Communications Consultant:** Over 15 years of experience in Public Relations
- **Ayanna Outten, MSW, LCSW-C, Research Assistant and Mental Health Consultant:** Relevant experience working with children and families
- **Dominiece Clifton, B.S., Trauma Consultant:** Experience in somatic practices to support healing, and organizational wellness
- **Launa Kliever, MSW, Executive Assistant:** Over a decade of supporting organizations of various sizes in maintaining organizational efficiency
- **Keina Staley, MBA, Strategic Consultant:** Over 10 years of conducting and analyzing organizational audits using quantitative and qualitative data methodology

Our Outcomes

At Sage Wellness Group, we recognize that even the best trainings and workshops are not enough to sustain policy and organizational culture change. Change is maintained through intentional policy and procedural creation and cultural transformation. Sage Wellness Group is proud to highlight the following examples of transformative and sustained change with the following partner organizations:

1. KidzStuff Childcare Center (Baltimore, MD): Implemented a Cell Phone Free Zone at child drop-off and pick-up after participating in an All-Staff training that emphasized the importance of strengthening the parent (caregiver)/child connection at drop-off and pick-up.
2. Minnesota Child Welfare Training Academy (Minneapolis, MN): Sage Wellness Group created a Conflict Transformation Policy which was adopted for immediate implementation to support inter-agency community building, effective communication, and rupture repair
3. Baltimore City Recreation & Parks (BCRP) (Baltimore, MD): Sage Wellness Group supported executive staff in developing standard staff individual and group processing to employ after the experience of a traumatic event. BCRP has also adopted Trauma 101 trainings as a part of new staff orientation, and Trauma 102 for all staff to participate in annually as a part of their professional development.



TESTIMONIAL FROM BALTIMORE CITY RECREATION & PARKS STAFF:

"I want to extend our deepest gratitude for the invaluable tools and resources you have provided to help us become a trauma-informed care-trained agency. The comprehensive support, training, and coaching from your team have been instrumental in enhancing our capabilities to serve our diverse community with the utmost empathy and understanding.

We particularly appreciate your team's dedication and flexibility in accommodating our diverse scheduling needs. Your willingness to work through these challenges has not gone unnoticed and speaks volumes about your commitment to our success.

The knowledge and skills we have gained from your training sessions are already making a significant impact. Our staff feels more confident and equipped to handle sensitive situations with the care and consideration they deserve. I hope the positive feedback you received from us during our last session served as a testament to the effectiveness of your program.

From a DEI perspective, your training has been transformative. It has reinforced our commitment to creating an inclusive environment where everyone, regardless of their background, feels supported and valued. The insights gained have empowered our team to approach their work with a deeper understanding of the unique experiences and challenges individuals from diverse communities face.

We also want to express our appreciation for the patience and professionalism exhibited by your team throughout this process. Their expertise and approachable demeanor made the training sessions engaging and insightful, fostering a learning environment that was both supportive and enriching.

Your efforts have not only enhanced our professional capabilities but have also strengthened our agency's dedication to diversity, equity, and inclusion. The training has provided us with a solid foundation to better serve and support our community in a more inclusive and informed manner.

Once again, thank you for your unwavering support and for going above and beyond to ensure our agency is well-prepared to provide trauma-informed care. We look forward to continuing this valuable partnership and to the positive changes it will bring to our community."

Conclusion

Sage Wellness Group, LLC is confident that we can exceed organizational expectations, providing organizational and community support that is sustainable, practical and impactful.

If you have any additional questions about this Catalog, you may contact us at admin@sagewellnessgroup.com. Otherwise, if you are ready to submit a Request for Services Form, [click here](#) or go to one of the "Contact Us" buttons on our website.

Thank you for your consideration; we look forward to welcoming you as a client partner!

Tara Doaty, Ph.D.

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Founder & Lead Consultant

