



Transform Your Workplace with the Person-Centered Manager Certificate Program





Imagine a workplace where every employee feels truly seen, valued, and empowered to bring their authentic selves to work.

Make it a reality through the **Person-Centered Manager Certificate Program** led by grit & flow.

Our immersive training is designed to foster an inclusive culture that supports innovative, thriving teams for a more connected, collaborative, and successful organization.



Experience the Benefits of Training with Subject Matter Experts.

Meet Your Team

Get to know us! We are subject matter experts who bring real-world experience and insights, making each session, whether virtual or in-person, impactful and engaging.



Dr. Tiffany Jameson

Organizational Psychologist

With over 25 years of experience training large and small organizations, Dr. Jameson provides authentic experiences to training participants. Constantly merging science, lived experiences, and thousands of conversations, all training includes an unprecedented depth of knowledge. Often coined when speaking as 'bringing the energy,' Dr. Jameson ignites meaningful discussions and audience participation.



Ivan Stanjokovic

Principal Consultant

Specializing in creating inclusive, high-performing teams by leveraging diverse cognitive profiles and working styles, Ivan draws from his background in clinical psychology and personal experiences as a neurodivergent professional.

His approach focuses on building teams that appreciate and thrive on understanding, enhancing retention and fostering a strong sense of belonging.



Who We Serve

This program is designed for:

- **Managers and Leaders** who want to create an inclusive workplace and foster psychological safety.
- **HR Professionals** looking to implement effective diversity, equity, and inclusion (DEI) practices.
- **Team Leads** aiming to support diverse work styles and promote employee well-being.
- **Organizations** committed to building a culture of belonging and reducing turnover.



Why Choose the Person-Centered Manager Certificate Program?

The **Person-Centered Manager Certificate Program** equips managers with the essential skills needed to create a thriving, inclusive workplace.

By learning how to foster psychological safety, reduce biases, and support employee well-being, leaders can unlock the full potential of their teams.

Managers will drive innovation, boost productivity, and retain top talent—ultimately contributing to a more successful and profitable organization.

Program Components

1

Comprehensive Manuals that provide essential knowledge for managers.

- **Understanding Inclusive Workplaces**
- **Effective Communication**
- **Building Inclusive Policies**
- **Conflict Resolution**
- **Performance Management**

2

Interactive Sessions featuring real-world scenarios and collaborative discussions.

- **Case Study Analysis**
- **Role-Playing Exercises**
- **Collaborative Problem-Solving**

Each week, participants engage in 1-2 hours of independent study and then meet with our team for interactive case studies and scenario-based discussions.



Upon successfully completing the program, participants will receive a Person-Centered Workplace LinkedIn Badge and certificate.



Session 1: How Do You Work Best?

- **Boost Productivity with Individualized Accommodations**
- **Reduce Turnover Through Person-Centered Management**
- **Navigate Legal Requirements with Confidence**
- **Enhance Workplace Culture through the Interactive Process**
- **Create Sensory-Friendly Workspaces for Greater Comfort**



Session 2: Addressing Barriers

- **Understand Sensory Processing to Enhance employee Well-being**
- **Develop Strategies for Executive Functioning and Productivity**
- **Embrace Neuro-Inclusive Communication Styles**
- **Support Emotional Regulation for a Positive Work Environment**
- **Address Intersectionality for a Truly Inclusive Workplace**



Session 3: Enhancing Regulation, Communication, and Inclusion

- **Master Emotional Regulation to Boost Team Performance**
- **Provide Feedback with Empathy for Greater Employee Engagement**
- **Reduce Rejection Sensitivity for a Positive Workplace Culture**
- **Build Psychological Safety to Encourage Innovation**
- **Lead with a Person-Centered Approach to Enhance Inclusion**



Session 4: Allyship & Leadership

- **Create an Inclusive Environment to Boost Engagement**
- **Overcome Barriers to Employment for Neurodivergent Talent**
- **Leverage Neurodivergent Strengths for Innovation**
- **Reduce Ableism to Build a Cohesive Workplace**
- **Foster Natural Supports for Greater Team Success**



Session 5: Custom

This session is designed to address questions and experiences raised in the first four sessions, ensuring a tailored approach to the unique challenges of each participant.



Person-Centered 1:1 Coaching

Add-On Service

Take your leadership skills to the next level by reinforcing the shift from directive to coaching styles, promoting inclusive and human-centric workplaces.

Benefits of 1:1 Coaching

- **Early Detection and Intervention:** Facilitate early identification of performance or behavioral issues before they escalate.
- **Clear Expectations and Accountability:** Co-create specific, achievable goals aligned with ongoing support for implementation.
- **Motivation and Engagement:** Promote the “leader as coach” philosophy.
- **Problem-Solving Capabilities:** Equip employees with the tools to solve challenges independently.

Investing in one-on-one coaching empowers managers, encourages team-wide growth, and helps embed an inclusive culture that supports innovation and resilience.

Our Training Advantage

Passive eLearning doesn't stick. That's why we built a cohort-based experience led by experts in real-time to explore complex situations through practical examples and in-depth discussions.



Benefits

- Enhanced Engagement
- Real-Time Feedback
- Hands-On Learning & Role Playing
- Networking Opportunities
- Personal Connection with Experts
- Reduced Distractions
- Building Trust and Psychological Safety

Our immersive approach ensures that what participants learn is compelling and directly applicable—leading to greater retention, skill development, and lasting behavioral change. Our in-person training actively transforms participants into confident, inclusive leaders.



Return on Investment and Enhanced KPIs

Investing in the Person-Centered Workplace Certificate Program provides measurable benefits, impacting key performance indicators (KPIs) that drive success:

- Enhance Employee Engagement
- Support Employee Retention
- Boost Productivity
- Drive Innovation
- Improve Diversity and Inclusion Metrics
- Strengthen Team Collaboration
- Develop Manager Effectiveness

By investing in this program, you reduce turnover costs, boost productivity, enhance innovation, and attract top talent. This is not just about improving culture—it's about making a smart business move that leads to tangible results. Empower your workforce today and witness a positive shift in both culture and profitability.





Invest in your people.
Invest in your workplace.
Empower your teams today to build a
sustainable culture of belonging.

www.gritandflow.com