



With Respect, LLC Presents:

Badass Trainer Certification Program:



An adventure in the
Mindset Scaffolding Blueprint™

We know professional development doesn't work... Now what?

Professional development historically doesn't work well. Most **training programs**, if they track their return on investment (ROI), do well at 12%. The diversity and inclusion industry is case and point of how well what we do doesn't work.

Not sure you believe me? Check out [this video of college students and their reaction to an anti-racism video from the 1940's.](#)

Only in changing how we plan and deliver adult learning can trainers change the outcomes. Within that change, perhaps the greatest challenge in professional development is how to create a meaningful learning experience that includes tools that are immediately applicable and integrated when participants leave. This is the one skill *every* trainer needs and that is about creating a learning ADVENTURE!

Badass Trainer Bootcamp (BTB) does just that, equipping trainers to transform boring, ineffective professional development into awesome adult learning adventures. By experiencing the full process, dissecting it, and then applying it, trainers learn how to design and deliver professional development and adult learning experiences that truly STICK. This increases **ROI** by at least **30%**! (We have the data that proves it.)

The full series experience, face to face and online, is about not only learning how to be an effective, quality trainer, but also the science, techniques, and tools to reach any audience.

Badass Trainer Bootcamp is based on the book by Leah Kyaio [Mindset Scaffolding: The Art of Changing Their Mind](#) with an accompanying workbook.

Best of all, it works with **any content**.



Outcomes.

Let's take a look at the outcomes of this course. This is basically the answer to "Why are you here?"

We will

1. Explore and increase our understanding and application of The Learning Process so we know what is required to guarantee a meaningful learning experience. In so doing, we learn how to make it STICK, not SUCK.
2. Understand and demonstrate how to be able to design a meaningful learning experience that integrates relevant brain science. That is, a training that delivers tools and/or strategies, allows for awkward practice, and moves to integration. Through this process we will intentionally "change people's minds."
3. Understand and integrate learning theory as it relates to higher order thinking, memory and recall, learning and communication styles, adaptation and accommodation, and how to deeply assess the success of the learning experience in "stick."
4. Better understand our role as facilitators of willingness and engagement and demonstrate the tools and strategies by which to engage, assess engagement, and re-engage our audience.
5. Understand and demonstrate how to design and deliver training using the Mindset Scaffolding Blueprint™.
6. During demonstration of the tools, strategies, skill sets, and information integrated into a series staged presentations, participants will be evaluated based on a matrix rubric to determine successful acquisition of the content and skills and be awarded their Certification as a With Respect Badass Trainer.

Format & Process

The series is based on extensive research and is supported by the book written by Leah Kyai, [Mindset Scaffolding: The Art of Changing Their Mind](#).

Our Badass Trainer learning experience, like all of our learning experiences, practices what we preach and is based on adult learning and brain research. It includes;

- Multi-modal – hear it, see it, do it.
- Discovery – self-exploration about what and how it all works.
- Socratic – discussion, dialogue, debate, and expanded learning.
- Assessment & Evaluation (self, peer, mentor)



The accompanying course workbooks are only available through the Badass Trainer experience.

The first step is the self-paced, online course “Beginner Badass.” This course introduces the foundational concepts on which the rest of the experience will be built. This includes an in-depth look at the Learning Process, brain research related to learning and retention, as well as engagement and willingness. Finally, the Mindset Scaffolding Blueprint™ is introduced with theory and logic explored. This course has content evaluation to ensure participants gain the necessary knowledge to continue the learning and are awarded a Certificate of Successful Completion at the end of the 9-hour course.

The next virtual experience involves a 12-hour course that includes guidance and interaction with a With Respect Certified Badass Trainer. The experience starts with a short professional development training designed and delivered through the Mindset Scaffolding blueprint, immersing individuals in exactly what they will be learning. Participants then move into dissecting the experience, exploring each component of the blueprint, discussing how it was delivered and experienced. As part of that dissection, each participant has the opportunity to design and deliver a short experience of their own through the window of one of the components and having it evaluated. Each participant receives feedback and has the opportunity to re-submit their delivery.

The final experience is a physical training that can be accessed virtually with a high level of commitment. This takes a deeper look at each component of the Mindset Scaffolding Blueprint™, exploring the purpose, potential modalities, importance of sequencing, and other relevant details. It explores the theory to practice and provides all of the information through the design methods being taught. Participants then have the opportunity to present more of their content through the blueprint. Again, feedback is provided, working from a matrix rubric that identifies expectations and support in the design and delivery. Additional opportunity is available to re-work and re-present. Successful completion means participants are awarded the With Respect Badass Trainer Certification.

With the With Respect Badass Trainer Certification, trainers are encouraged and expected to integrate the Mindset Scaffolding Blueprint™ into their work. Those who are interested in becoming part of With Respect’s training team will have additional opportunities as outlined on our website.

Continuing Education Credits

Continuing education credits have been awarded by organizations and institutions and With Respect is always happy to collaborate in outside organization processes to ensure participants can receive them. It is crucial this be discussed prior to beginning



the Badass Trainer Experience to ensure everything is synchronized and the appropriate expectations are in place.

The Badass Trainer Program can be accessed by organizations with multiple trainers both independently (individual participants complete the process) or collectively (the organization or institution pre-arranges for the process to be completed by a group of their trainers within a constraint of time. Schedule a discovery call through our website for conversation related to this option or another customized consideration.

