



Trauma Informed Training & Onboarding

Continuing Education Week | The Supervisor Success Series: Lived Experience to Leadership

4 November 2025 | Session 2, Session 3 of this series will be held tomorrow

ICEBREAKER

Write it in the Zoom Chat!

1. Name / Organization / Role(s) related to training supervisors
2. What is one thing you are looking forward to during today's session or one thing you learned during yesterday's session?

Update your name on Zoom: Name, Org., Role

WHAT WILL WE LEARN TODAY?

GOAL | Today we will review and learn the foundational trauma informed care principles and how to create a supervisor training program that is trauma informed and successful

OBJECTIVES | You will walk away with...

1. A deeper understanding of the principles of trauma informed care and how to apply them to your role
2. A supervisor journey: key steps for how to onboard and and train participants with lived experience

Tomorrow's Session: Supervisor training spotlights & insights panel

FACILITATOR



Eric Davis, Founder of Allen-Davis Consulting

Agenda | Supervisor Success Series: Trauma Informed Training & Onboarding

11:00 –
11:05 am PT

11:05 –
11:35 am PT

11:35 –
11:45 am PT

11:45 –
12:20 pm

INTRODUCTIONS	TRAUMA INFORMED CARE TO MANAGEMENT	BREAKOUT GROUPS	ONBOARDING SUPERVISORS STEP BY STEP
- Icebreaker - CE Week Updates - Goal	- Recap of last session - Core principles of trauma informed care - How this shifts into trauma informed management	- Breakout groups - Reflection question: How will you fold one of these principles into your supervisor training program?	- How to tactically onboard supervisors post participant level - Reflection - Final session tomorrow

Session #1 Recap

The 10 Keys to Supervisor Success: Building a Culture for Leaders with Lived Experience

1

Culture and trust at the core

3

Shadowing and experience

5

Transparency & communication

2

Operations vs. programs

4

Identifying strong supervisors

10

Plan it out!

6

Systems and tools for support

8

Teaching is a journey

9

Dedicate time and resources

7

Full-time staff



Trauma-Informed Care

“An organizational structure and treatment framework that involves understanding, recognizing and responding to the effects of all kinds of trauma.”

Source: Traumainformedcare.org



Trauma Informed Care

The Six Guiding Principles of a Trauma Informed Approach

SAFETY



Ensuring overall safety
as defined by the
individual

TRUSTWORTHINESS & TRANSPARENCY



Decisions are
made with
transparency

PEER SUPPORT



Utilizing their
stories

COLLABORATION



Everyone has a
role to play in the
healing process

EMPOWERMENT & CHOICE



Individuals' strengths
are recognized &
validated

CULTURAL HISTORICAL & GENDER

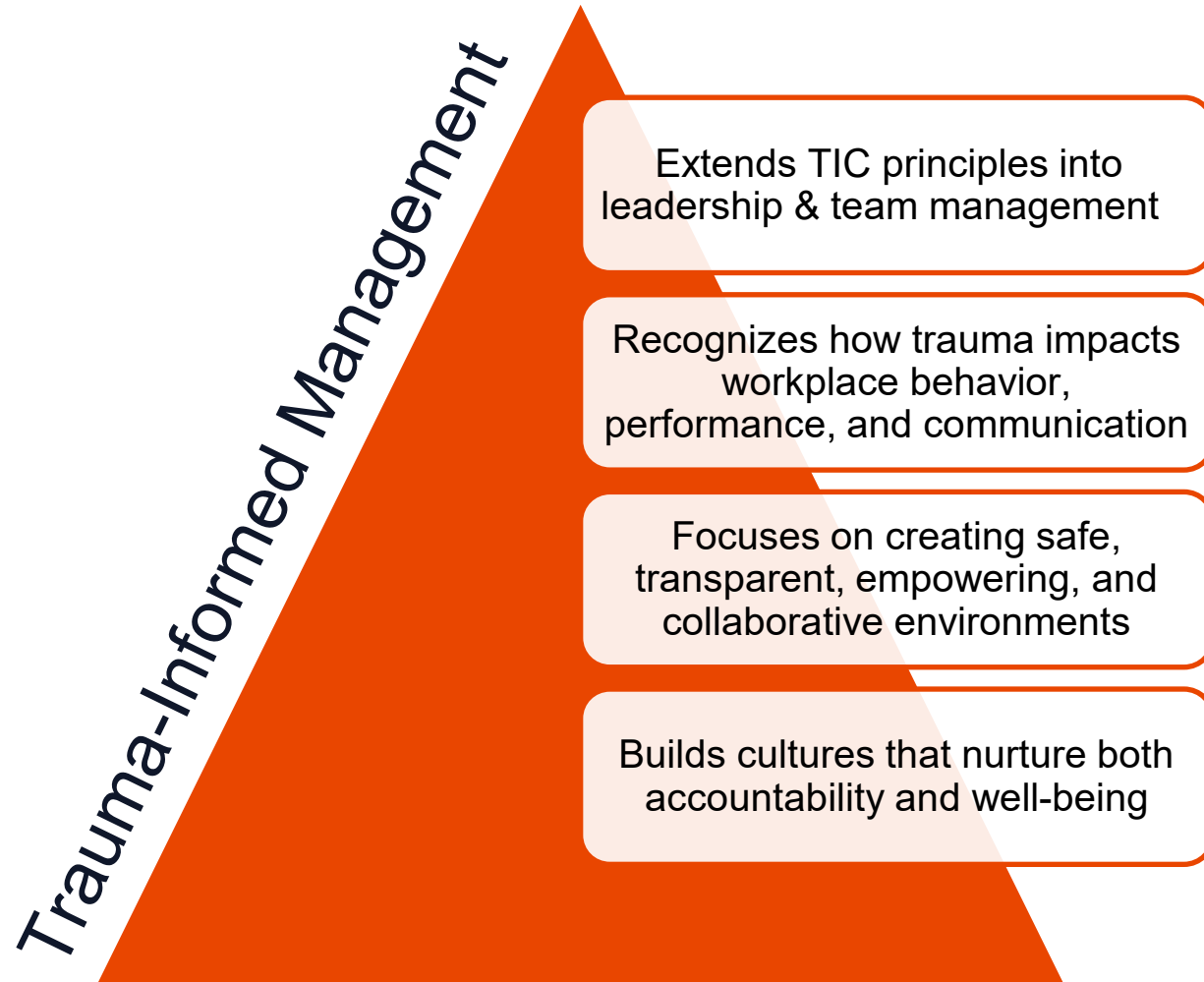


Actively moving
past biases

Trauma-Informed Management



From Trauma-Informed Care → Trauma-Informed Management



Trauma Informed Management



How to Apply Core Components



Safety

- Physically and emotionally safe environments
- Clear expectations
- Zero tolerance for harm

Peer Support

- Organize regular team-building activities
- Provide opportunities for more informal peer interaction
- Implement a buddy system

Empowerment & Choice

- Involve staff in decisions
- Emphasize strengths
- Promote autonomy

Trustworthiness & Transparency

- Communicate openly
- Follow through on commitments
- Acknowledge mistakes

Collaboration & Mutuality

- Share power
- Co-create solutions
- Encourage peer learning

Cultural, Gender, & Historic Issues

- Practice cultural humility
- Honor racial, gender and historical context

Practicing Trauma Informed Leadership



“The Manager Mirror”

Reflection Question

What’s one way your leadership style might unintentionally trigger stress or reactivity in someone with lived trauma?

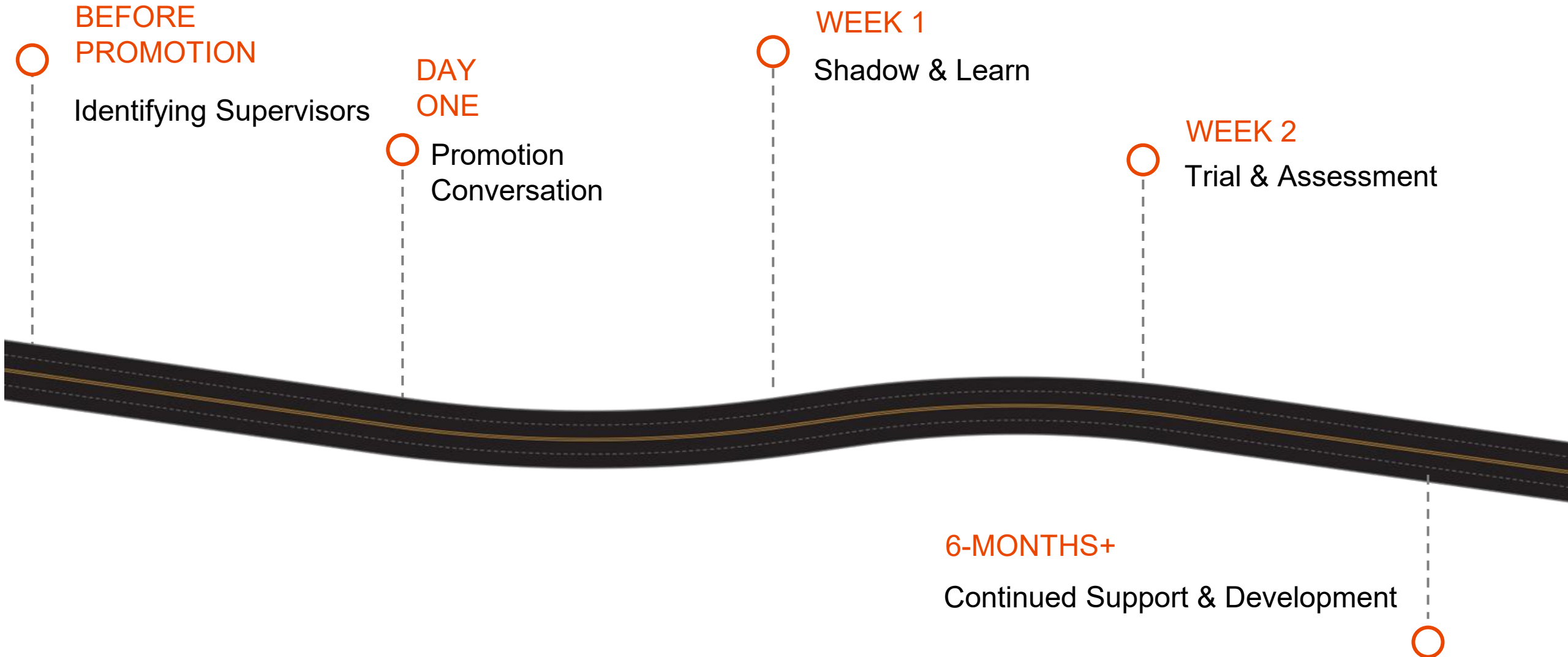
How could you adjust to create a more trauma-informed response?

BREAKOUTS

Breakout Room Instructions:

1. Each group discusses real-world triggers or barriers that supervisors might create without realizing it.
1. Brainstorm trauma-informed alternatives.
1. Document 3 shifts your group recommends for trauma-informed supervision.

The Supervisor Journey: How to Onboard New Supervisors

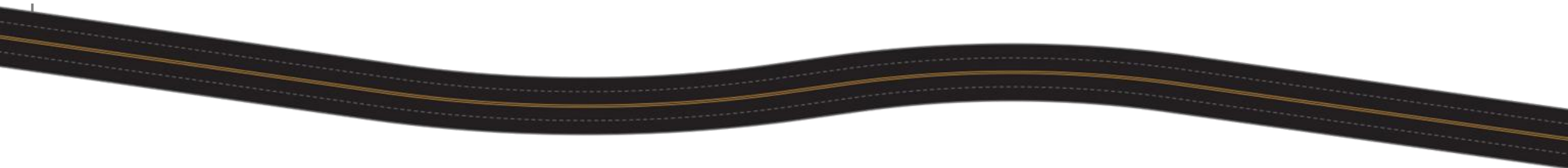


The Supervisor Journey: Before Promotion

BEFORE PROMOTION

Identifying Supervisors

How do you identify and
develop future supervisors?
Cohort model differences
Let them come to you!



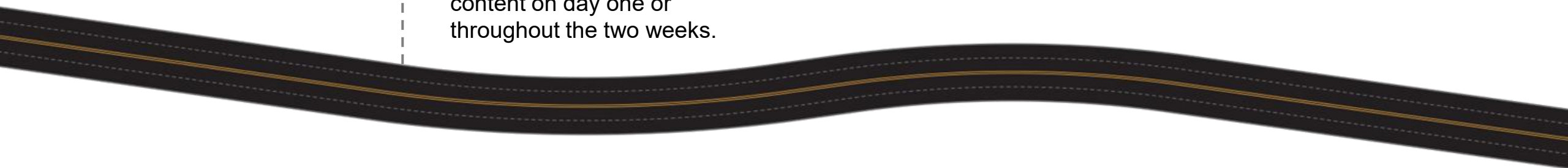
The Supervisor Journey: Promotion Conversation & Checklist

DAY ONE

Promotion Conversation

This is not an interview.

This is a positive expectations and role conversation with a checklist of all the things they should be prepared for. This can also include structured onboarding content on day one or throughout the two weeks.



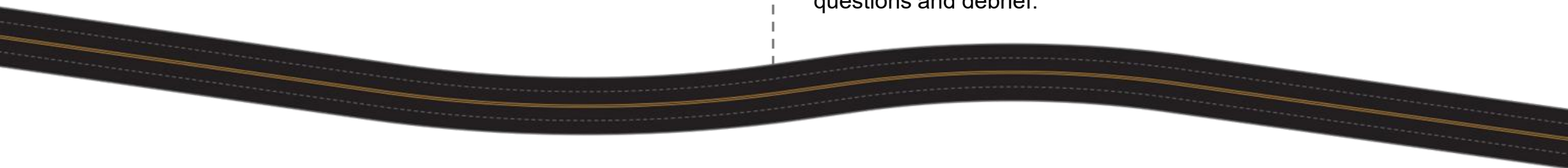
The Supervisor Journey: Week One

WEEK 1



Shadow & Learn

Week one should be focused on allowing your supervisor to shadow a current team leader with no expectations. They will attend a brief (no longer than 15-minute) daily conversation to answer questions and debrief.



The Supervisor Journey: Week Two

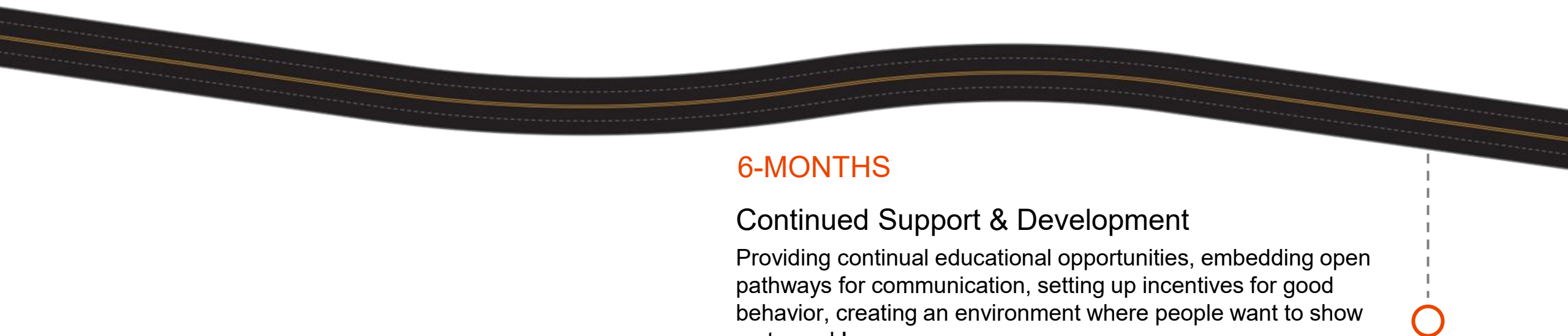
WEEK 2



Trial & Assessment

During the second week the new promote will take over and the team lead will shadow as they lead, this will be the trial period for your new supervisor.

The Supervisor Journey: Continued Support & Development



6-MONTHS

Continued Support & Development

Providing continual educational opportunities, embedding open pathways for communication, setting up incentives for good behavior, creating an environment where people want to show up to work!

The Supervisor Journey: Review What Stands Out to YOU?

BEFORE PROMOTION

Identifying Supervisors

How do you identify and develop future supervisors?
Cohort model differences
Let them come to you!

DAY ONE Promotion Conversation

This is not an interview. This is a positive expectations and role conversation with a checklist of all the things they should be prepared for. This can also include structured onboarding content on day one or throughout the two weeks

WEEK 1

Week One

Week one should be focused on allowing your supervisor to shadow a current team leader with no expectations. They will attend a brief (no longer than 15-minute) daily conversation to answer questions and debrief.

WEEK 2

Week Two

During the second week the new promote will take over and the team lead will shadow as they lead, this will be the trial period for your new supervisor.

6-MONTHS+ Continued Support & Development

Providing continual educational opportunities, embedding open pathways for communication, setting up incentives for good behavior, creating an environment where people want to show up to work!

REFLECT

Share Out | Pick one and write it in the chat!

- The T.I.C principle you resonated with?
- What shift will you make to apply T.I.M?
- One thing you still have a question about?



Continue the Conversation: Bring Trauma-Informed Leadership to Your Organization

Allen-Davis Consulting partners with social enterprises and mission-driven organizations to embed Trauma-Informed Care, De-escalation, and Leadership practices into everyday operations.

Services Include:

- Customized staff trainings & supervisor workshops
- Organizational trauma-informed audits
- Leadership coaching & change management strategy
- Keynote presentations and retreat facilitation

✉ allendavisconsulting@gmail.com



Eric Davis, Founder



“ Empowering authenticity, one leader at a time.”

redf.org

TOMORROW

Session 3 | Get Excited!

Kirsten Ham-Marshall returns to lead a panel on **Training Spotlights & Insights** with...

GRID Alternatives, Chrysalis, & EMERGE CT

Bring all your burning questions and learn how they have navigated challenges.