



# Cascade Employers Association

Building better workplaces  
through compliance, culture, connection

## Training Catalog

### **grow**

We work with employers to train, develop and grow their people

### **confidence**

Our team's strategic, yet practical, approach inspires your team's confidence and credibility

### **answers**

Down to earth knowledge and insight in human resource management and leadership development

### **complete**

A complete range of services for employers – from hiring well, to training for excellence to meeting your compliance obligations

January - April, 2026



## Cascade Employers Association

### About This Catalog

Consider this your "go-to resource" for the best of HR management and leadership skills. Inside you'll find descriptions of upcoming training sessions, including dates, times, locations and pricing. We are always adapting and responding to the latest research, so be sure to browse classes online and look for special programs not listed in this publication.

For questions or feedback, contact us at [info@cascadeemployers.com](mailto:info@cascadeemployers.com) or call 503.585.4320.



#### ■ Registration –

It's easy. Go to <https://www.cascadeemployers.com/events>. Or, simply give us a call at 503.585.4320 and we'll complete the registration for you. Once you register, you will receive confirmation emails and other details to access your Learning Hub.

#### ■ Pricing –

Cascade members receive **preferred pricing**. Both member and standard prices are listed below each session (for example, \$115 / \$175).

#### ■ HR Academy Designations –

Many classes say "HR Academy" directly under the title. Although these classes are electives within our popular HR Academy certification program, they are also offered as standalone training.

#### ■ PHR/SPHR/GPHR/aPHR Recertification and SHRM Credits –

Many of these classes qualify as credit toward recertification. Qualified programs are indicated online within the program description. (The use of the HRCI seal is not an endorsement by the HR Certification Institute of the quality of the activity. It means that the activity has met the HR Certification Institute's criteria to be pre-approved for recertification credits. Cascade is recognized by SHRM to offer Professional Development Credits [PDCs] for the SHRM-CP® or SHRM-SCP®.)

#### ■ Cancellation Policy –

Cancellations received up to five business days prior to a live training program are fully refundable. Cancellations received less than five business days prior to a program, or no-shows, are non-refundable. Once purchased, on-demand courses may not be cancelled or refunded.

# Table of Contents

## HR & Compliance Training

- The ADA: Fundamentals of Workplace Disability and Accommodation Compliance . . . . .5
- The ADA: Applying Disability Law to Workplace Practice . . . . .5
- Employee Engagement: Beyond Satisfaction . . . . .5
- Employment Law for Supervisors. . . . .5
- Find the Best: Strategies for Recruiting Quality Talent. . . . .5
- Harassment Awareness and Prevention for Supervisors . . . . .5
- HR Connect: Complaint Received - Now What? What to Do Before You  
Start Interviewing. . . . .8
- HR Connect: Thriving as an HR Department of One . . . . .8
- Managing Drugs and Alcohol in the Workplace: Reasonable Suspicion . . . . .6
- Mitigating Risk with Employee Terminations . . . . .6
- Oregon Employment Law: The Basics . . . . .6
- Oregon Leave Laws: Basic Compliance Obligations . . . . .6
- Oregon Leave Laws: Administering Family and Medical Leave. . . . .6
- Oregon Leave Laws: Advanced Scenarios . . . . .6
- Oregon Wage and Hour Laws: The Basics . . . . .7
- Oregon Wage and Hour Laws: Beyond the Basics . . . . .7
- Paid Leave Oregon: Basics of Compliance . . . . .7
- Planning and Communicating Layoffs . . . . .7
- Respect and Civility in the Workplace . . . . .7
- Service Highlight: Recruiting Made Easier - Get Support When You Need It Most . . . . .10
- Washington Employment Law: The Basics . . . . .7
- Washington Wage and Hour: The Basics. . . . .7
- Writing Job Descriptions that Get Results . . . . .7

## Compensation

- Service Highlight: Compensation Made Clear - Tools, Insights, and Answers . . . . .10

## Leadership Development

- Accountability and Delegation . . . . .11
- Basics of Supervision. . . . .11
- The Complete Leader: 6-Part Development Series . . . . .11
- Conflict, Coaching and Accountability . . . . .12
- Cultivating Psychological Safety to Empower Your Team's Success . . . . .12
- Find Calm in the Storm: Prevent Burnout and Build Resilience . . . . .12
- Finding Ease in Difficult Conversations . . . . .12

From Compliance to Commitment: Leading Teams That Own Results . . . . .	12
HR Connect: Better Decisions, Better Results - A Leader's Playbook . . . . .	8
HR Connect: Data Driven HR - Using People Analytics in Decision-Making . . . . .	8
Kind, Not Nice: Balance Compassion and Integrity as a Leader . . . . .	12
Lead with Confidence in Complex Situations . . . . .	12
Performance Management in the Modern Workplace . . . . .	13
Productivity Power Skills: Master Time, Prioritization, and Focus . . . . .	13
Service Highlight: Inside the Complete Leader . . . . .	10
Service Highlight: Most Popular Training Courses . . . . .	10

## Access Trainings Through Your Learning Hub

### What is Cascade's Learning Hub?

- Direct and easy access to your Cascade training participation links, materials and other important information all in one place
- Quick and easy access to your training sessions and your training history
- Track your training credits and the certificates you have achieved

### How do I use the Learning Hub?

**It's easy!** Register for your courses through Cascade's website. Once registered, you will gain automatic access to your own personal Learning Hub.

To access session materials and participation links, just log in to your Learning Hub, through the Cascade website or via links included in session reminders.

## Gain Actionable Insights with Custom Employee Surveys

A well-designed employee survey can provide the clarity you need to make meaningful improvements — but only if it's done right.

At Cascade, we specialize in custom employee surveys tailored to your organization's specific needs. Whether you need a pulse survey on communication, leadership effectiveness, or overall workplace culture, we design surveys that get you the insights that matter most.

### Why Choose a Custom Survey?

- Pinpoint Key Issues
- Increase Participation & Honest Feedback
- Data-Driven Decision Making
- Fully Managed for You

Let's start the conversation about how we can help you better understand and engage your workforce. Contact Cascade today to schedule a consultation at [info@cascadeemployers.com](mailto:info@cascadeemployers.com).

# HR & Compliance Training

## **The ADA: Fundamentals of Workplace Disability and Accommodation Compliance**

### **HR Academy #111**

Creating a fair and compliant workplace starts with understanding the Americans with Disabilities Act (ADA), the federal law at the core of workplace disability rights. For employers in Oregon and Washington, where state laws closely align, ADA knowledge is key to fostering compliance and inclusion. This course is designed for HR professionals, managers, and supervisors seeking practical guidance on applying these requirements in the workplace.

**Feb 11 (Online), 1:00-3:00**

**\$115 / \$175**

## **The ADA: Applying Disability Law to Workplace Practice**

### **HR Academy #112**

Building on your foundational ADA knowledge, this interactive session focuses on applying the law throughout the entire employment process. Designed for HR professionals, managers, and supervisors in Oregon and Washington, this course offers practical strategies to ensure compliance and foster an inclusive workplace. We'll explore real-world scenarios to equip you with the knowledge and skills to address ADA concerns effectively and foster a more welcoming workplace for everyone.

**Feb 17 (Online), 1:00-3:00**

**\$115 / \$175**

## **Employee Engagement: Beyond Satisfaction**

### **HR Academy #122**

In today's dynamic workplace, engaged employees are the key to unlocking an organization's full potential. This session dives into the science of employee engagement, revealing the undeniable link between a happy, motivated workforce and superior business results. We'll explore the ever-evolving drivers of employee engagement, going beyond static concepts to address the unique challenges and opportunities presented by today's work environment.

**Apr 14 (Online), 8:30-11:30**

**\$155 / \$235**

## **Employment Law for Supervisors**

This practical, interactive workshop is designed to give supervisors the essential employment law knowledge and tools they need to manage their teams effectively and legally. It will help bridge the gap between leadership and legal compliance, empowering your leaders to protect the organization while supporting their teams. Through real-world scenarios, group activities, and guided discussion, participants will leave with a step-by-step approach to handling employment law matters confidently and minimizing risk.

**Apr 23 (Online), 8:30-3:30**

**\$350 / \$525**

## **Find the Best: Strategies for Recruiting Quality Talent**

### **HR Academy #117**

With increasing competition for attracting and keeping top talent, making great hiring decisions is no easy task. In this interactive session, you will learn to craft compelling job advertisements, source like a pro, and build a magnetic employer brand that attracts the best! Find out what applicants are looking for, which job boards to post on, and common mistakes to avoid.

**Apr 7 (Online), 8:30-10:30**

**\$115 / \$175**

## **Harassment Awareness and Prevention for Supervisors**

This practical and engaging training equips supervisors with the knowledge and tools to recognize, prevent, and appropriately respond to harassment in the workplace. Participants will learn to distinguish between inappropriate behavior, bullying, and unlawful harassment—including sexual harassment—and understand their role in creating a respectful, inclusive work environment.

**Jan 8 (Online), 9:00-11:30**

**\$155 / \$235**



**Cascade Employers  
Association**



## Managing Drugs and Alcohol in the Workplace: Reasonable Suspicion

This course is designed to equip supervisors and managers with the knowledge and skills necessary to identify potential substance impairment in employees and to respond effectively. Participants will learn to define and recognize the elements of reasonable suspicion, identify the signs and symptoms of drug and alcohol use, properly document observations and interactions, conduct effective and respectful employee approaches, initiate reasonable suspicion testing in accordance with company policy, and avoid common pitfalls in handling impairment situations.

**Mar 19 (Online), 1:00-3:00**

**\$115 / \$175**

## Mitigating Risk with Employee Terminations

**HR Academy #114**

Every employee termination carries inherent risk. This session equips participants with the knowledge and skills to navigate the termination process effectively, minimizing potential liabilities. Learn the red flags that signal increased risk, including poor documentation, supervisor missteps and timing traps, and understand the most common post-employment claims arising from terminations and how to employ sound practices.

**Feb 24 (Online), 1:00-3:00**

**\$115 / \$175**

## Oregon Employment Law: The Basics

**HR Academy #101**

In today's dynamic workplace, staying compliant with employment law is crucial for any organization. This course equips you with the essential understanding of key legal issues for Oregon employers and best practices to minimize risk and foster a positive work environment. By the end of this course, you will be able to understand the federal and Oregon employment laws for your workplace, implement proactive measures to foster a culture of compliance and respect, make informed decisions regarding employee matters, and stay updated on evolving legal trends in the workplace.

**Feb 3 (Online), 8:30-11:30**

**\$155 / \$235**

## Oregon Leave Laws: Basic Compliance Obligations

**HR Academy #103**

Oregon's leave laws are complex and have undergone significant changes recently. If your organization has 25 or more employees in Oregon and you're new to navigating family and medical leave or just trying to keep pace with the latest updates, this class is for you. We'll break down Paid Leave Oregon (PLO), Oregon's Family Leave Act (OFLA), and the federal Family Medical Leave Act (FMLA) to give you the essential knowledge for staying compliant with these intricate laws.

**Feb 4 (Online), 1:00-3:00**

**\$115 / \$175**

## Oregon Leave Laws: Administering Family and Medical Leave

**HR Academy #104**

Administering family leave in Oregon is a complex task, governed by intricate regulations and a strict administrative process. Recent updates to forms and procedures have only added to the challenge. This class is designed for anyone managing employee leave. We'll guide you through a real-world scenario and walk you through the necessary forms and procedures so you can handle these situations with confidence and ensure compliance with all applicable laws.

**Feb 12 (Online), 1:00-2:00**

**\$115 / \$175**

## Oregon Leave Laws: Advanced Scenarios

**HR Academy #106**

If you've already mastered the basics of Oregon's leave laws, this course is your next step. Using real-world scenarios, we'll explore and resolve the more challenging issues frequently encountered in family and medical leave administration. You'll learn about the interplay between PLO, OFLA, and FMLA, managing leave extension requests, managing suspected abuse, common paperwork problems, and much more.

**Mar 10 (Online), 8:30-10:30**

**\$115 / \$175**



## Spanish Training and Translation Services

Need Spanish training or translation support? We can help.

- On-demand harassment awareness training for employees and supervisors
- Other training topics on-demand
- Translation services for employee handbooks, policies, training materials, etc.

For more information, contact [info@cascadeemployers.com](mailto:info@cascadeemployers.com) or call us at 503.585.4320.

## Oregon Wage and Hour Laws: The Basics

### HR Academy #107

Wage and hour laws are complex, and even minor missteps can lead to expensive lawsuits. This course equips you with the knowledge to confidently navigate these regulations and ensure your employees are paid correctly. You will learn to identify key federal and state wage and hour regulations, classify employees as exempt or non-exempt, calculate minimum wage and overtime pay accurately, understand meal break and rest period requirements, and maintain compliant records.

**Feb 10 (Online), 8:30-10:30**

**\$115 / \$175**

## Oregon Wage and Hour Laws: Beyond the Basics

Navigating Oregon's robust wage and hour laws can be challenging for employers. Building on foundational knowledge, this advanced course empowers HR professionals, payroll specialists, and managers to tackle intricate challenges through practical, scenario-based training. You'll gain the skills necessary to navigate complex wage and hour situations and proactively address potential missteps that can lead to costly penalties and litigation.

**Mar 4 (Online), 1:00-2:30**

**\$115 / \$175**

## Paid Leave Oregon: Basics of Compliance

### HR Academy #105

Paid Leave Oregon (PLO) is a statewide paid leave program that applies to all Oregon employers, regardless of size. We'll cover essential compliance topics such as determining employer coverage and employee eligibility, qualifying reasons for leave, and how to apply PLO when employees work remotely or in hybrid settings. The training also explores how to calculate and track leave usage, coordinate with short-term disability plans, and comply with employee rights and protections. Additionally, we'll walk through the employee application process, employer notice obligations, required reporting, how to handle overpayments, and the appeals process.

**Feb 18 (Online), 1:00-3:00**

**\$115 / \$175**

## Planning and Communicating Layoffs

This session prepares HR professionals and business owners to handle workforce reductions with clarity, care, and accountability. Work through how to plan a layoff from start to finish, anticipate risks, and communicate difficult decisions in a steady and compliant way. The training covers responsible planning, legal obligations, crafting a clear communication approach, preparing managers for sensitive conversations, supporting employees who are impacted, and stabilizing the team that remains. The goal is to help leaders approach a hard responsibility with confidence and a thoughtful plan.

**Jan 7 (Online), 1:00-2:30**

**\$25 / \$40**

## Respect and Civility in the Workplace

With the rate in uncivil and disrespectful behavior in the workplace increasing, cultivating a positive work environment is essential to employee morale, retention and productivity. In this interactive session, learn how seemingly minor disrespectful behaviors can have a major impact; develop self-awareness to build stronger relationships; understand and appreciate the value of diversity in the workplace; gain practical tools to effectively respond to disrespectful behavior and minimize bullying; equip yourself with skills to resolve conflicts constructively; and, more.

**Jan 15 (Online), 1:00-3:00**

**\$115 / \$175**

## Washington Employment Law: The Basics

### HR Academy #102

For HR professionals with employees in Washington, this comprehensive training provides a strong foundation in the key legal areas impacting your workplace. By the end of this course, you will be able to understand the federal and Washington employment laws for your workplace, implement proactive measures to foster a culture of compliance and respect, make informed decisions regarding employee matters, and stay updated on evolving legal trends in the workplace.

**Feb 5 (Online), 8:30-10:30**

**\$115 / \$175**

## Washington Wage and Hour: The Basics

### HR Academy #108

Washington's wage and hour regulations are detailed and can be challenging to navigate, especially due to the interplay of federal, state, and local laws. This course equips you with the essential skills to maintain compliance, ensuring your employees are paid correctly every time. By staying up to date, you'll protect your organization from expensive penalties and legal disputes that can arise from even minor payroll mistakes.

**Apr 29 (Online), 1:00-3:00**

**\$115 / \$175**

## Writing Job Descriptions that Get Results

### HR Academy #113

Tired of unqualified applicants or employee confusion about their roles? Accurate and well-written job descriptions are the secret weapon for any HR professional. This course equips you to create descriptions that not only attract top talent, but also ensure a smooth onboarding process and clear expectations throughout employment. You'll gain expertise in crafting compelling content, writing for clarity, staying compliant, and maximizing HR efficiency.

**Feb 19 (Online), 8:30-10:30**

**\$115 / \$175**

# HR CONNECT

## A Member Benefit

*FREE to Cascade Members, **HR Connect** sessions are one-hour live online sessions by our own subject matter experts, and focus on trending HR topics and best practices around compliance, culture and connection.*

### Thriving as an HR Department of One

If you're the "go-to" for all things HR, you know how challenging it can be to keep up with constantly changing laws, workplace expectations, and organizational priorities. From compliance and employee relations to engagement and performance, it's all on your plate.

**Jan 28 (Online), 12:00-1:00**

**FREE / \$50**

### Data Driven HR - Using People Analytics in Decision-Making

In today's data-rich workplace, HR has more insight than ever; if you know how to use it. From turnover and engagement to retention, recruitment, and workforce planning, gain practical tools and strategies to make confident, data-driven decisions.

**Feb 18 (Online), 12:00-1:00**

**FREE / \$50**

### Complaint Received - Now What? What to Do Before You Start Interviewing

Handling complaints is one of HR's toughest responsibilities, but it doesn't have to be overwhelming. In this practical, one-hour workshop, you'll learn what to do before the first interview ever takes place.

**Mar 18 (Online), 12:00-1:00**

**FREE / \$50**

### Better Decisions, Better Results - A Leader's Playbook

Make smarter choices and drive stronger outcomes. Every manager faces tough choices. Learn a simple, structured approach to problem-solving and decision-making. Through discussion and practice, you'll gain practical tools to clarify issues, evaluate options, and make decisions that stick.

**Apr 15 (Online), 12:00-1:00**

**FREE / \$50**



Cascade Employers Association

## SERVING THE HR PROFESSION TOGETHER

Many of Cascade's classes qualify as credit toward your aPHR, PHR, SPHR or GPHR recertification.

*And, if you're a Cascade member you'll receive the following benefits when obtaining or renewing HRCI certifications:*

- Earn up to twelve (12) Recertification Credits per renewal cycle
- \$50 discount off the aPHR, PHR, SPHR or GPHR exam fee

Contact [training@cascadeemployers.com](mailto:training@cascadeemployers.com) to learn more.



# HR Academy

## A Certificate Program for Human Resource Professionals

This series is designed to provide you with the HR knowledge, tools and resources you need to manage and lead in the core functions of HR as well as more specialized areas.

Each session integrates core HR and leadership principles with real life scenarios, trends and the practical tools and guidance you need to take your HR skills to the next level.

### Choose Your Certificate Series

**HR Fundamentals:** Perfect for those newer to HR, or those seeking to expand their general HR knowledge. To receive this certificate participants must complete 22 credit hours.

**HR Professional:** If you're seeking more in-depth or specialized knowledge, this is the series for you. To receive this certificate participants must complete 36 credit hours.



No matter what certificate you seek, choose whatever electives best meet your needs. Take the classes at your own pace. There is no time limit for completing the series.

### Elective Courses

#### Compliance

- 101:** Oregon Employment Law: The Basics (3 credits)
- 102:** Washington Employment Law: The Basics (2 credits)
- 103:** Oregon Leave Laws: Basic Compliance Obligations (2 credits)
- 104:** Oregon Leave Laws: Administering Family and Medical Leave (1 credit)
- 105:** Paid Leave Oregon: Basics of Compliance (2 credits)
- 106:** Oregon Leave Laws: Advanced Scenarios (2 credits)
- 107:** Oregon Wage and Hour Laws: The Basics (2 credits)
- 108:** Washington Wage and Hour: The Basics (2 credits)
- 109:** Washington Leave Laws: Basic Compliance (2 credits)
- 110:** Building a Competitive Compensation Program (1.5 credits)
- 111:** The ADA: Fundamentals of Workplace Disability and Accommodation Compliance (2 credits)
- 112:** The ADA: Applying Disability Law to Workplace Practice (2 credits)
- 113:** Writing Job Descriptions That Get Results (2 credits)
- 114:** Mitigating Risk with Employee Terminations (2 credits)

#### Recruitment and Hiring

- 115:** Inclusive Hiring Practices (2 credits)
- 116:** Inclusive Onboarding Practices (2 credits)
- 117:** Find the Best: Strategies for Recruiting Quality Talent (2 credits)
- 118:** Crafting Powerful Interview Questions: Go Beyond "Tell Me About Yourself" (2 credits)
- 119:** Demystify the Interview Process: Hire with Confidence from Start to Finish (2 credits)

#### Performance Management and Employee Engagement

- 120:** Corrective Action: Reduce Stress and Get Results (2 credits)
- 121:** Documentation: Write it Right (1.5 credits)
- 122:** Employee Engagement: Beyond Satisfaction (3 credits)
- 123:** Accountability and Delegation (3 credits)
- 124:** Finding Ease in Difficult Conversations (3.5 credits)
- 125:** Performance Management in the Modern Workplace (2.5 credits)

**Tuition:** Fundamental Certificate – \$ 990 Member Rate / \$1,485 Non-Member Rate  
Professional Certificate – \$1,620 Member Rate / \$2,430 Non-Member Rate

**Get started toward your certification by registering for the HR Academy Certificate Program at [www.cascadeemployers.com/hr-academy](http://www.cascadeemployers.com/hr-academy) today.**



## Service Highlights

*Only available to Cascade Members, our monthly **Service Highlights** webinars showcase some of our most popular services, including information about our approach and what to expect, demos of the content or service, answers to the questions you have and an opportunity to meet the team supporting you.*

### January Service Highlight: Most Popular Training Courses

Learn what makes our most popular leadership and compliance training programs so effective, engaging, and widely requested by our members, and discover how they may support your team's growth and development goals.

**Jan 13 (Online), 12:00-12:30**

**\$FREE**

### February Service Highlight: Recruiting Made Easier - Get Support When You Need It Most

Hiring the right employee can feel overwhelming, especially when you don't have time, expertise, or a clear process. Learn how Cascade support can simplify every step, from defining the role and posting the job to screening candidates and guiding interviews.

**Feb 17 (Online), 12:00-12:30**

**\$FREE**

### March Service Highlight: Compensation Made Clear - Tools, Insights, and Answers

Our Compensation Consulting Team supports organizations with market pricing, compensation structure design, equal pay analysis, and more. Learn about our approach, tools, and best practices, and get your questions answered by our experts.

**Mar 31 (Online), 12:00-12:30**

**\$FREE**

### April Service Highlight: Inside the Complete Leader

Join us to explore the newly updated Complete Leader series, including the exciting new session on Decision Making and Problem Solving, and discover how this interactive program helps leaders tackle real-world challenges with clarity and confidence.

**Apr 28 (Online), 12:00-12:30**

**\$FREE**



## Bring Training Onsite

With group training sessions, the benefits and results are many

**Maximize the benefits of on-site training. Bring us to you.**

# Leadership Development

## Accountability and Delegation

### HR Academy #123

By understanding the foundational elements of accountability and delegation, participants will learn to overcome common obstacles and implement best practices tools to foster a culture of accountability and effectively delegate responsibilities. This course will focus on empowering team members to take ownership of their work while providing the necessary support and guidance. Through practical exercises and case studies, participants will gain the confidence and knowledge to create a high-performing team characterized by ownership, responsibility, and results.

Jan 29 (Online), 8:30-11:30

\$155 / \$235

## Basics of Supervision

Good supervisors are the first line of defense against employee disengagement and turnover. Yet only one third of all supervisors and managers are perceived to be strong leaders. This two-day leadership training course is designed for individuals who are new to leadership roles, including aspiring leaders, frontline supervisors, and mid-level managers.

Whether you are stepping into a leadership position for the first time or recently transitioned into a supervisory or managerial role, this program provides the essential tools to lead with confidence, foster team engagement, and drive success in your organization.

This comprehensive training program is delivered over two full days, offering a blend of interactive discussions, real-world applications, and practical exercises to enhance leadership confidence and competence. Participants will develop the skills necessary to navigate the challenges of supervisory roles, motivate their teams, and create a culture of accountability and growth. Participants can choose to attend the full two-day program or just the first session.

Jan 22-23; Feb 19-20; Mar 19-20; Apr 23-24  
8:30-4:30 (Online)

**Full Course Pricing:** \$630 / \$945  
**Part One Only:** \$350 / \$525

**Basics Plus Upgrade\*:** \$1225 / \$1840  
*\*includes three 60-minute coaching sessions*

## The Complete Leader: 6-Part Development Series

Master the art of leadership and empower team members in this comprehensive virtual training series. Led by experienced instructors, each course combines insightful instruction with interactive workshops. Gain practical skills, build confidence, and tackle real-world scenarios to become a more effective leader.

### The series covers six essential areas:

- **Foundations of Leadership** – Establish a strong foundation for success and build trust on a team.
- **Coaching: Bring Out the Best in Others** – Learn to unlock potential in others through effective coaching techniques. Motivate and inspire team members to achieve their full potential.
- **Essentials of Teamwork: Build a Collaborative Culture** – Cultivate a collaborative environment where everyone thrives.
- **Conquer Fear and Ambiguity During Change** – Navigate change with confidence and guide the team through transitions.
- **Strategic Decision-Making and Problem Solving** – Learn to make strategic decisions, apply problem-solving techniques, mitigate biases, and collaborate effectively with their teams while aligning choices with long-term goals and organizational priorities.
- **Address Poor Performance with Confidence** – Learn effective strategies for handling performance issues with empathy and clarity.

### By the end of this series, you will be able to:

- Implement core leadership principles for a thriving team.
- Coach and develop team members' talents.
- Foster a positive and collaborative work environment.
- Lead with confidence during periods of change.
- Increase efficiency and achieve goals with a team.
- Address performance issues constructively and effectively.

Don't miss this opportunity to invest in your leadership development and empower your team for success!

Jan 6, 13, 20 & 27; Feb 3 & 10  
(Online), 7:30-10:00

**Series Pricing:** \$ 699 / \$1050

**Individual Session Pricing:** \$ 155 / \$ 235

**Complete Leader Plus Upgrade\*:** \$1295 / \$1940  
*\*includes three 60-minute coaching sessions*



## Conflict, Coaching and Accountability

This three-part series equips you with the skills to become a leader who fosters a culture of growth, ownership, and results. We'll delve into the cornerstones of effective leadership: the power of coaching, clear accountability practices, and navigating productive disagreements.

### Interactive sessions will focus on

- **Managing Conflict in the Workplace** - Conflict doesn't have to be a roadblock; it can be a catalyst for stronger collaboration, innovation, and team cohesion.
- **Coaching for Success** - Great leaders empower their teams by fostering growth, ownership, and accountability.
- **Workplace Accountability for Leaders** - Strong teams thrive when accountability is clear, consistent, and empowering.

**Mar 4, 11 & 18 (Online), 8:30-11:30**

**Series Pricing:** \$ 405 / \$ 610

**Individual Session Pricing:** \$ 155 / \$ 235

## Cultivating Psychological Safety to Empower Your Team's Success

Leaders directly shape whether their teams feel safe to contribute, challenge and innovate. Without psychological safety, teams withhold ideas, bury mistakes and avoid healthy debate, all of which erode trust, slow progress and limit performance. This can happen even with the best of intentions, as leaders may unintentionally shut down dialogue or reinforce fear. Teams with strong psychological safety solve problems faster, adapt to change more effectively and deliver stronger results.

**Apr 16 (Online), 9:00-11:00**

**\$155 / \$235**

## Find Calm in the Storm: Prevent Burnout and Build Resilience

In today's fast-moving, high-pressure world, burnout and stress are more common than ever, especially as the year winds down. Designed for both individual contributors and leaders, this session offers practical, calming strategies to manage stress, prevent burnout, and restore your energy. Explore simple self-care habits, stress recovery tools, and resilience-building practices that can help you stay grounded, focused, and well so you can feel more balanced and in control.

**Feb 26 (Online), 9:00-11:30**

**\$155 / \$235**

## Finding Ease in Difficult Conversations

### HR Academy #124

Having workplace conversations that feel tense or unproductive? This course equips leaders to navigate even the most challenging discussions with clarity, respect, and purpose. We'll explore how to foster a culture of constructive problem-solving, where your team can address issues collaboratively, proactively, and with a sense of empowerment. Learn the art of conversation and conflict navigation, and explore the strengths and weaknesses of five key conflict resolution approaches.

**Apr 9 (Online), 8:30-12:00**

**\$155 / \$235**

## From Compliance to Commitment: Leading Teams That Own Results

Unlock the secret to sustainable team performance and commitment. This leadership development experience helps participants move beyond enforcing rules to inspiring genuine ownership and performance ownership. Through interactive discussions, real-world scenarios, and practical frameworks, leaders will discover how to build trust, motivate through purpose, and foster a culture where people don't just follow directions—they drive results.

**Mar 24 (Online), 8:30-11:00**

**\$155 / \$235**

## Kind, Not Nice: Balance Compassion and Integrity as a Leader

Being "nice" often means avoiding hard truths or putting comfort over clarity. Being "kind" means leading with integrity; having the courage to be honest, even when it's uncomfortable because that's how people grow. In this interactive session, explore how to balance compassion with truth, set healthy boundaries, and build a culture of trust through authentic, courageous leadership.

**Apr 21 (Online), 8:30-11:00**

**\$155 / \$235**

## Lead with Confidence in Complex Situations

This session provides leaders with practical strategies to handle complex workplace situations with confidence and clarity. Participants will explore approaches to manage tension, apply structured frameworks for high-stakes interactions, and leverage challenges as opportunities to strengthen collaboration and team performance.

**Feb 12 (Online), 8:30-11:00**

**\$155 / \$235**

## Productivity Power Skills: Master Time, Prioritization, and Focus

Feeling stretched thin or pulled in too many directions? This energizing 2-hour session equips you with practical tools to take control of your workload, cut through distractions, and focus on what truly matters. Learn to prioritize tasks that drive results, manage competing demands effectively, strengthen attention, and build sustainable habits that keep you productive without burning out.

**Mar 17 (Online), 8:30-10:30**

**\$115 / \$175**

## Performance Management in the Modern Workplace

### HR Academy #125

Most workplaces are stuck with outdated performance management systems. This session equips leaders to break free and build a system that truly motivates and develops employees. You'll walk away with actionable strategies to assess your current system and identify improvement areas, practical tools to make performance management effective, efficient, and employee-centric, and insights into cutting-edge trends.

**Apr 1 (Online), 8:30-11:00**

**\$155 / \$235**



## Cascade Employers Association

Building better workplaces through  
compliance, culture, connection



## On-Demand Trainings

All online, on-demand learning allows learners to access training opportunities when it's convenient for them. No need to show up at a specific time or place. It's an efficient and cost-effective way to develop employees.

Some courses are standalone topics of varied length, while others are micro-learning we've bundled together for you. In bundled courses, each topic within the course is typically 5-10 minutes long. These bite-sized learning opportunities are short and to the point allowing for better retention of the information by the learner. AND more convenient when everyone is pressed for time.

Visit our website to check out what's currently available:

Sample topics:

- Harassment Awareness (including California)
- Transitioning from Peer to Boss
- Leading in a Remote and Hybrid Workplace
- Effective Communication
- Project Management
- Productivity
- Coaching Employees
- Conflict Management
- Delegating Work
- Change Management

[www.cascadeemployers.com/on-demand](http://www.cascadeemployers.com/on-demand)



# Meet Our Training Team



Jenna Reed,  
Senior Vice President  
and General Counsel



Lindsay Hill,  
Director, Compensation  
Services



Plummer Bailor,  
Leadership Development  
Consultant



Carolyn Culley,  
Senior Workplace  
Learning Consultant



Caitlin Egeck,  
HR and Compliance  
Manager



Maria Cenicerros,  
Senior HR  
Consultant



Trudy Hylemon,  
Senior HR & Leadership  
Consultant



Mackenzie Cowan,  
HR Consultant



Jocelyn Billings,  
Training Coordinator



McKenna Arnold,  
Survey and Research  
Manager



Margaret Oglesby,  
Compensation  
Consultant



Olivia Steelman,  
Compensation  
Consultant

*Behind every great organization  
is a well-trained staff.*

## What Our Members Say

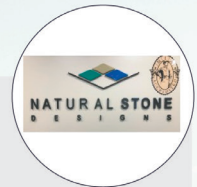


### Kristie Forth Mobility

I discovered CEA nearly 10 years ago and have switched employers in that time but never switched my outside support. The CEA team and their services are an essential resource, especially for those of us operating as an HR department of one. I have learned effective strategies in CEA's workshops, called their HR helpline for guidance on employment law, compensation, etc., and I've found valuable tools in the members-only section on the website.



## What Our Members Say



### Theresa Natural Stone Designs, Inc.

Cascade is a great resource for us. They are knowledgeable and quick to provide answers to questions, assistance with forms, policies, anything an HR department needs. I highly recommend them!



## Responsive Service

Plus...

- Assistance with COBRA, HIPAA, and other administrative issues
- Single source billing
- Online enrollment
- ACA compliance

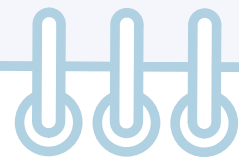


## Association Health Plan Benefits

- Health, vision, dental, and life
- Small groups can leverage large group rates
- Extensive provider network
- Choice of plans
- Alternative care

## GROUP BENEFITS

Get a quote for the  
Cascade Employers  
Association Health Plan.



Schedule a complimentary  
consultation appointment  
now!

Contact Alera Group at  
[csnwninfo@aleragroup.com](mailto:csnwninfo@aleragroup.com)  
or call **503.542.4094**.



Cascade Employers Association  
Building better workplaces through  
compliance, culture, connection

# Sound HR Advice & Workplace Solutions Whenever You Need It



## HR Support

Access to a team of experienced professionals. Quick answers to questions, compensation planning, policy development, on-site HR support, AAP development, performance appraisal tools, and more.



## Recruitment & Talent Acquisition

Let our Talent Acquisition experts handle the sourcing, screening and selection of top candidates so your staff can focus on what they do best.



## Compliance

Ensure the legal compliance and effectiveness of your entire HR program before a crisis happens: HR assessments, HR audits, and consultation on employee situations.



## Pay & Benefits Surveys

Accurate market pay and benefit data is a must for recruiting and retaining the right people. Local and national data for hundreds of exempt, nonexempt and executive positions.



## Training

Behind every organization is a well trained staff. Get proven soft skills and compliance training to achieve performance improvement and personal success for your managers, supervisors, and employees.



## Employee Benefits

Control employee benefit costs. Group health insurance, retirement plan, benefit program design and evaluation.



**Cascade Employers Association**