

**A.S.P.I.R.E.**<sup>™</sup>  
ADAPTIVE SELF-PROTECTION AND  
INTELLIGENT RESPONSE EDUCATION

# Professional Development Training

Program Overview &  
Delivery Options



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## Professional Development Training (PDT)

### *Program Overview & Delivery Options*

*A concise overview to help HR and leadership determine fit, delivery format, and training scope for their teams.*

A.S.P.I.R.E.<sup>™</sup> Professional Development Training provides a structured, trauma-aware communication and safety framework that strengthens staff confidence, reduces conflict escalation, and supports consistent professional interactions across your organization. This document provides an overview of program structure, delivery options, and investment pathways.

### Who This Is For

- HR professionals evaluating training solutions
- Department leaders managing high-emotion or high-demand environments
- Teams supporting vulnerable populations
- Organizations seeking consistent, psychologically safe communication practices

### At a Glance

- Self-paced online modules, virtual training, or on-site instruction
- Suitable for small teams to organization-wide rollout
- Standard completion window: 6–8 weeks (customizable)
- Includes workbooks, scenarios, and applied practice sessions

*"We can't control the storm — but we can steady ourselves within it" ~ Robert J. Norton*



**Meeting You Where You Are!**

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# **A.S.P.I.R.E.™** MODULES OVERVIEW

A structured, trauma-aware training pathway designed to strengthen communication, emotional regulation, and professional safety across all levels of your organization.

## **1. Understanding How Conflict Really Begins**

**Core focus:** perception, behaviour, escalation, internal regulation.

These modules help staff understand the early behavioural and emotional shifts that precede conflict, equipping teams to respond with steadiness and clarity rather than reactivity.

**Modules include:**

• **Acknowledging Perception** • **Understanding Conflict and Violence** • **Ingredients of Conflict and Violence** • **Stressors, Triggers, and Amplifiers of Violence** • **Empowerment in Action** • **Fight, Flight, Freeze, and Fawn Responses**

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## **2. Emotion-Informed Communication Skills**

**Core focus:** clarity, cooperation, de-escalation, emotional intelligence.

These modules strengthen communication under pressure, helping staff guide difficult interactions toward understanding, cooperation, and safe resolution while avoiding common communication traps.

**Modules include:**

• **Critical Thinking in Conflict** • **Active Listening & Validation** • **The QSC™ Verbal Strategy** • **Word Association Activity** • **Effective Negotiating** • **Situational and Self-Awareness**

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## **3. Trauma-Aware Interaction Strategies**

**Core focus:** safety, empathy, regulation, preserving dignity.

Participants learn practical, trauma-aware approaches for maintaining professionalism in high-emotion environments—supporting individuals without escalating the situation or compromising safety.

**Modules include:**

• **Managing Emotions and Trauma** • **Personal Safety** • **Personal Space Management** • **Pre-Contact Cues and Directional Targeting** • **Adaptability in Dynamic Situations (New)** • **Legal Considerations of Defence of Person** • **Safe Exit Strategies**

**PLUS BONUS VIDEOS**

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# **A.S.P.I.R.E.<sup>™</sup> TRAINING DELIVERY OPTIONS**

Flexible pathways designed to strengthen communication and safety  
— without adding scheduling strain.

## **Self-Paced Online Learning — 12 CPD hours**

- ✓ Most cost-efficient and schedule-friendly option
- ✓ Staff move through modules at their own pace
- ✓ Minimizes scheduling disruptions and backfilling
- ✓ Supports deeper personal reflection
- ✓ Accessible for teams across multiple locations

Ideal for: organizations seeking low-disruption professional development.



## **Blended: Online + In-Person — 18 CPD hours**

- ✓ A balanced approach combining self-paced & in-person
- ✓ Reinforces key concepts for individuals and teams
- ✓ Enhances real-world application
- ✓ Answers workplace-specific questions

Ideal for: teams wanting clarity, confidence, and tailored guidance.



## **Fully In-Person Training — 24 CPD hours**

- ✓ An immersive, facilitator-led group learning experience
- ✓ For organizations wanting deeper group engagement
- ✓ Guided practice, discussion, and hands-on skill integration
- ✓ Support consistent professional communication across teams

Ideal for: departments requiring collaborative learning or high-emotion work environments.



## **Which format fits your team best?**

Every organization has different staffing realities. We'll help you choose the most efficient option based on operational needs, staff availability, and your training goals.

**“Training should make your team stronger —  
not your scheduling more complicated.”**

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# **A.S.P.I.R.E.<sup>™</sup> TIME COMMITMENTS** **+ CPD ALIGNMENT**

A.S.P.I.R.E.<sup>™</sup> provides flexible training durations that fit real workplace demands, offering structured professional development that strengthens communication, safety, and conflict competence across your organization.

## **Time Commitment Overview**

- Self-paced online learning: typically completed in approximately **12 CPD hours** over a 4–8 week window.
- Blended delivery: approximately **18 CPD hours**, combining online modules with a tailored coaching session.
- Full in-person training: **24 CPD hours** delivered through facilitated workshops and applied practice sessions.



## **Professional Development Alignment**

A.S.P.I.R.E.<sup>™</sup> PDT is structured around competency areas recognized across professional development frameworks, including:

- conflict resolution
- communication under pressure
- trauma-aware interaction
- psychological safety
- decision-making and situational awareness

**These components support organizations in meeting structured professional development expectations for staff across diverse roles.**

**“Stronger communication.  
Safer workplaces. Better outcomes.”**

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# **A.S.P.I.R.E.™ PRICING OVERVIEW**

A.S.P.I.R.E.™ PDT offers flexible pricing designed to meet the needs of diverse organizations — from small departments to multi-site teams — while ensuring accessible, high-quality professional development.

## **Pricing Structure**

- Base licensing fee for organizational access to the full A.S.P.I.R.E.™ online program
- Tiered pricing based on staff size and number of seats required
- Optional in-person or blended delivery available for enhanced skill integration
- Fully facilitator-led In-Person training for organizations that desire group learning
- Customized proposals tailored to your team's needs, goals, and operational realities



**Organizational licensing begins at \$1,250,  
with tiered team pricing available.**

**A full pricing package is available upon request.**

**“Smart investment. Confident staff. Stronger teams.”**

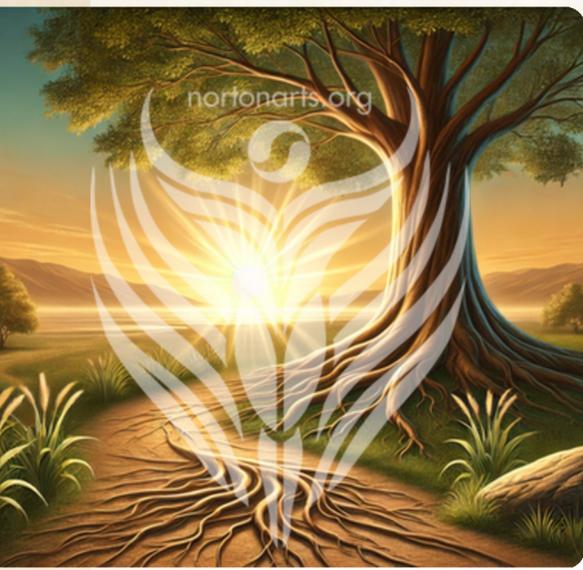
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## WHY CHOOSE A.S.P.I.R.E.™ + NEXT STEPS

A.S.P.I.R.E.™ PDT strengthens communication, reduces escalation, and equips teams with trauma-aware skills that support safer, more confident workplace interactions.



### Why Choose Norton Arts | A.S.P.I.R.E.™

- ✓ Flexible delivery to fit diverse operational needs
- ✓ Trauma-aware, up-to-date communication and safety practices
- ✓ Applicable across departments and high-emotion environments
- ✓ Reduces conflict escalation and staff burnout
- ✓ Strengthens clarity, confidence, and organizational culture

### Next Steps

- ✓ Book a consultation to discuss your goals and challenges
- ✓ Receive a customized proposal tailored to your team
- ✓ Begin your organization's training pathway with A.S.P.I.R.E.™

**"Empower your staff today — strengthen your organization for tomorrow."**

*Robert Norton*



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**Meeting You Where You Are!**

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