

Citywide Training & Development Spring Quarter Course Catalog April - June 2025



Family of City of Columbus Employees

(Mother, Father, Sister, Brother, Son, Daughter, Niece, & Nephew)

General Virtual Sessions - \$24.50 each

Microsoft Virtual Sessions - \$29.50 each

In-Person General Sessions - \$39.50 each

In-Person Microsoft Sessions - \$64.50 each

THE CITY OF
COLUMBUS
ANDREW J. GINTHER, MAYOR

DEPARTMENT OF
HUMAN RESOURCES

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Departments/Citywide-Training-Development](https://www.columbus.gov/Government/Departments/Citywide-Training-Development)

LEARN | GROW | THRIVE

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Click [HERE](#) or scan the QR code to register

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HOW TO SIGN UP FOR COURSES

STEPS



4. Send form to **US**

You may email us by following the instructions on the form. Reach out if we can assist. We'll confirm your selections within a few days

Phone: 614-645-8294
Email: CTD@Columbus.gov



3. Complete The Registration Form

Complete the fillable form by clicking this link >>> [Complete Form](#) or use the form on the last page of this packet. Pricing information is located on page 3 of this packet.

Making a Payment?

Click the box below.



2. Select Your Courses

It's helpful to highlight the courses you want to attend.



1. View Available Courses

There are in-person and virtual courses with limited seating.

Congratulations!
You've taken the next step on your learning journey.

Mapping Your Career

SUPERVISOR SERIES!

NEW SUPERVISOR SERIES

New Supervisors (curriculum) series is designed for those with 2 years or less of experience in their roles. All experience levels are welcome.

Learning to Manage - April 1, 2025, 9am-11am - In-person

Supervisor Communication Skills - April 8, 2025, 9am-11am - In-person

Conflict Resolution & Bullying in the Workplace - April 15, 2025, 9am-11am - In-person

Employee Engagement through Coaching - May 6, 2025, 9am-11am - In-person

Implicit Bias - May 13, 2025, 9am-11am - In-person

We offer 3 levels of supervisor series: Pre-Supervisor, New Supervisor, and Seasoned Supervisor. See the information below on how to find the series, what they include, and who each is designed for.

You can request the entire series, or each session individually!

INSTRUCTIONS:

1. Determine which series fits your needs or experience.
2. Review the offerings below for each series.
3. Follow the instructions on page 3 to complete the registration form.
 - a. Please include each individual session/date you would like to register for on your registration form.

PRE-SUPERVISOR SERIES

The Pre-Supervisor curriculum is a series of classes that is the first tier in the City's Supervisor Development Program. The specially designed courses will give you a realistic view of supervision by assessing your skills, exploring the roles, responsibilities, rewards and common challenges. By the end of this 9-hour series, you will be equipped with the insight to determine if supervision is for you.

SEASONED SUPERVISOR SERIES

Designed for supervisors with more than three years of experience, this series (curriculum) provides new approaches and solutions to recurring challenges. Participants will also explore practical ways to engage employees, improve communication and build trust. Competency learned: Leadership & Developing Others.

*The Pre- and Seasoned-supervisor series do not have sessions scheduled in Spring 2025.
Please look for our Summer and Fall Catalogs with 2025 dates.*



Click [HERE](#) or scan the QR code to register

New Supervisor: Learning to Manage | Tuesday, April 1 | 9:00 AM - 11:00 AM | In-person

For current supervisors with less than two (2) years of supervisory experience. Making the transition from doing work yourself to managing others can feel overwhelming. How do you set yourself up for success? This course is designed to help minimize the stress and walk participants through management principles by targeting five specific areas. Participants will learn to successfully handle staff, projects, performance, conflict and even accountability, while continuously improving as a supervisor.

Verbal De-Escalation Skills/Techniques | Thursday, April 3 | 9:00 AM -11:00 AM | In-person

Public sector employees may deal with a customer displaying difficult, hostile, or non-compliant behavior from time to time. An employee's response to the behavior is often the key to de-escalating the interaction. This interactive workshop teaches you the importance of self-control; explores how to recognize nonverbal signals in yourself and the customer; and demonstrates proven verbal de-escalation techniques. Participants will put their de-escalation skills to practice in realistic scenarios.

New Supervisor: Supervisor Communication Skills | Tuesday, April 8 | 9:00 AM - 11:00 AM | In-person

In general, there are four basic purposes of communication: to inform, to persuade, to ask a question, or to learn. It's as important to know what you don't want as it is to know what you do want. This course covers the importance of assertive speaking; techniques for holding others accountable; and creating and practicing equitable compromise.

Developing High Performance Teams | Wednesday, April 9 | 9:00 AM – 11:00 AM | In-Person

Success as a manager is heavily influenced by how well your team operates and what kind of results they achieve. Is your team able to solve problems? Can they resolve conflict? Are they enthusiastic and motivated to do their best? Do they work well together? This workshop is designed for participants who want to develop their team leadership skills and unleash the talent of their individual team members.

How to Rise Above Anger in one hour! | Wednesday, April 9 | 2:00 PM – 3:00 PM | Virtual

This one hour quick reference is designed to help give you the basic tools to deal with your anger or help another with their anger. At the end of this workshop, you will understand the tools to: Recognize how anger affects your body, your mind, and your behavior. Review the five-step method to break old patterns and replace them with a model for assertive anger. Understand the use of an anger log to identify your hot buttons and triggers. Reflect on your own emotions when faced with other peoples' anger. Identify ways to help other people safely manage some of their repressed or expressed anger. Understand ways to communicate with others in a constructive, assertive manner.

Emotional Intelligence: Enhance Your Life and Work | Thursday, April 10 | 9:00 AM – 11:00 AM | In-person

Emotions are part of life and play a role in communicating and decision making. This session will help participants understand dynamics of emotions and social intelligence to improve decision making, communicating, & working with others.

Introduction to Computers and Microsoft Office | Tuesday, April 15 | 1:00 PM – 4:00 PM | In-Person

Introduces the basic features of Microsoft Office by developing familiarity with Word, Excel and Outlook. This course is for participants who have very little computer experience and limited knowledge of Microsoft Office. It should be taken prior to enrollment in Microsoft Basic courses.

New Supervisor: Conflict Resolution & Bullying in the Workplace | Tuesday, April 15 | 9:00 AM–11:00 AM| In-person

This course provides supervisors with the knowledge to recognize causes of workplace conflict, how to facilitate resolution of conflict and how to manage the relationships once the conflict has been resolved. This course also touches on preventing bullying in the workplace.



Click [HERE](#) or scan the QR code to register

Trust Edge: The Case for Trust & Clarity | Thursday, April 17 | 1:00 PM – 3:00 PM | In-Person

Deeper relationships, faster results, stronger outcomes. Everything of value is built on trust. In this workshop, you will learn how trust is the real currency of life and that trust is not a soft skill. Then, dive into Clarity and walk away with practical tools for both strategic and communication clarity.

Dealing with Imposter Syndrome | Thursday, April 17 | 2:00 PM - 3:00 PM | Virtual

"Imposter Syndrome" is a common concept describing high-achieving individuals who are marked by an inability to internalize their accomplishments and have a persistent fear of being exposed as a "fraud". This is not a new phenomenon; however, it has become more prevalent among millennials and those as they experience success on varying levels. This session will be interactive to help participants overcome these feelings and walk away with tips for remaining strong when you're questioning their abilities and success.

New Supervisor: Performance Appraisals and Documentation | Tuesday, April 22 | 9:00 AM - 11:00 AM | In-Person

As a supervisor, it's necessary to understand our Performance Appraisal System. Explore the system for rating AFSCME, CWA and FOP-OLC employees and learn to develop performance standards and document/reinforce daily performance. This course also offers guidelines for conducting an objective performance review and actual practice preparing the performance appraisal form.

From Doubt to Dare - Unleash Your Confidence | Tuesday, April 22 | 2:00 PM - 3:00 PM | Virtual

Ready to boost your self-assurance? Build confidence with strategies to excel. Learn mental strategies for lasting confidence, physical cues to boost confidence, excel in diverse situations and turn setbacks into strengths.

Trust Edge: Character & Consistency | Wednesday, April 30 | 1:00 PM - 3:00 PM | In-person

Would you follow you? What drives you? What are you known for? This session will focus on decision making, reputation, and brand, tooling you with actionable strategies to stay true to your character and let people know who you really are.

MEET

*Citywide
Training &
Development*



Drema Kirkling
Training Manager
Est. 2012



Andria Williams
Learning
Solutions
Architect
Est. 2009



Kanisha Dillard
Executive
Leadership
Development
Coach
Est. 2022



Jared Morrison
Training
Coordinator
Est. 2024



Elissa Leach
Office
Assistant
Est. 2024



Click [HERE](#) or scan the QR code to register

New Supervisor: Employee Engagement through Coaching | Tuesday, May 6 | 9:00 AM - 11:00 AM | In-person

This course introduces supervisors and managers to tools and techniques for ensuring employees feel valued and supported in their day-to-day responsibilities. Organized into four categories or strategies for employee engagement, the program offers self-assessments, interactive activities, and practical knowledge for becoming an effective and influential leader.

Word Basic 2021 Part 1 | Tuesday, May 6 | 1:00 PM – 3:30 PM | In-Person

During this interactive session guided by AI modules and live instruction, participants will cover the foundations of Microsoft Word! Learn how to understand the screen, create new documents, open and save documents and more!

Implicit Bias | Tuesday, May 13 | 9:00 AM - 11:00 AM | In-person

What IS Implicit Bias? We all have biases! Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. Biases reside deep in the subconscious and cause us to have feelings and attitudes about other people based on characteristics such as race, ethnicity, age, and appearance. They are automatically activated, associative in nature, can be formed through repeated exposure or experiences. These associations develop over the course of a lifetime beginning at a very early age through exposure to direct and indirect messages. In addition to early life experiences, the media and news programming are often-cited origins of implicit associations. This interactive course explores types of implicit biases, understanding them, what effects they can cause and how to address them.

Word Basic 2021 Part 2 | Tuesday, May 13 | 1:00 PM - 3:30 PM | In-person

Part 2 of this interactive session is guided by AI modules and live instruction! Learn how to select and edit text, cut, copy and paste, insert symbols, undo, redo and more!

Trust Edge: Competency & Contribution | Thursday, May 15 | 1:00 PM - 3:00 PM | In-person

Are you staying fresh and relevant? Are you seeing the right results? Dive into the world of inputs and outputs, self-development and performance. This session will give you applicable frameworks and resources to improve learning and results.

Word Basic 2021 Part 3 | Tuesday, May 20 | 1:00 PM - 3:30 PM | In-Person

Part 3 of this interactive session is guided by AI modules and live instruction! Learn how to create list, borders and shading, paragraph alignment, find and replace formatting and more!

Trust Edge: Compassion & Commitment | Wednesday, May 28 | 1:00 PM - 3:00 PM | In-Person

"People don't care how much you know unless they know how much you care" - Theodore Roosevelt. Equip yourself with new ways to show care and concern for others, face adversity, and practice accountability.

Being Civil in a Diverse Workplace | Wednesday, May 28 | 2:00 PM - 3:00 PM | Virtual

It's not always a given you will like the people you work with, but it is necessary to be civil to one another in order to maintain an environment conducive for working. In this session, participants will explore various techniques for overcoming conflict, bullying and rudeness. Cultural sensitivity and its necessity in the workplace will also be covered in this interactive session.

***“Honesty and openness is always the foundation
of insightful dialogue.” – Bell Hooks***



Click HERE or scan the QR code to register

Rising Above Anger | June 3, 10, 17 | 9:00 AM - 11:00 AM | In-Person

This three-part workshop gives you tools to deal with your anger or help another with their anger. Participant must attend all 3 workshops. Anger is universal; dogs get angry, bees get angry, and so do humans. You don't have to be a psychologist to know that managing anger productively is something few individuals, organizations, and societies do well. Yet research tells us those who do manage their anger are much more successful than those who don't. Participants will recognize how anger affects your body, mind, and behavior, use the five-step method to break old patterns and replace them with a model for assertive anger, use an anger log to identify hot buttons and triggers, control emotions when faced with other people's anger, identify ways to help others safely manage their repressed or expressed anger, and constructively and assertively communicate with others.

Intentional Communication | Tuesday, June 3 | 10:00 AM - 12:00 PM | In-Person

Work meetings, phone buzzing, friendly chatting, and email dinging. Communication is surrounding us in today's world, and how often are we intentional about the communication we take part in? This session walks through competencies to help focus, listen and connect better, and build trust in our communication. Participants will walk away with an idea of different listening styles, four main areas of emotional intelligence, and a tool for clear, concise communication.

Excel Basic 2021 Part 1 | Tuesday, June 3 | 1:00 PM - 3:30 PM | In-person

In this session we will understand the excel screen, create and navigate, open and close workbooks. Participants will also learn how to use Auto Recover, the quick access toolbar and more!

Pronouns: A Guided Conversation | Tuesday, June 10 | 9:00 AM - 10:30 AM | In-Person

Pronouns are the words we use to describe someone when we don't use or don't yet know their name. Using the right pronouns to refer to a person can be one of the easiest ways to build rapport, show respect, and affirm someone. This training expands on LGBTQIA+ basic terminology, encourages confidence normalizing correct pronoun use, and promotes safe, open dialogue. The City of Columbus's LGBTQIA+ Employee Resource Group (ALL OUT) and Co-leader, B, invite you to join our guided Safe Space conversation. All are welcome.

How to Make a Good Impression & Hate Networking Less | Tuesday, June 10 | 9:30 AM - 11:30 AM | In-Person

First impressions and networking are important aspects in the career journey. So, if you're an introvert, shy, or just simply hate small talk, how do you get through it? Learn about first impressions, important cues, and strategies to leave a lasting, positive impression, and how to skip the meaningless small talk to hate networking less, and maybe even make it enjoyable!

Excel Basic 2021 Part 2 | Tuesday, June 10 | 1:00 PM - 3:30 PM | In-Person

Participants will practice selecting cells and ranges, editing cell data, cut, copy, paste, insert and hide rows, and so much more!

Excel Basic 2021 Part 3 | Tuesday, June 17 | 1:00 PM - 3:30 PM | In-Person

In this interactive session participants will cover formula basics, auto fill, sums, averages and more!

Trust Edge: Connection & Trust Shields | Wednesday, June 18 | 1:00 PM - 3:00 PM | In-person

In 2023, the US Surgeon General released "Our Epidemic of Loneliness and Isolation." The solution? CONNECTION! Explore the pillar of connection and participate in one of the most loved activities in the Trust Edge platform - Trust Shields! You will walk away from this session with at least one new connection point, and ways to enhance connections throughout your life.

Excel Basic 2021 Part 4 | Tuesday, June 24 | 1:00 PM - 3:30 PM | In-Person

In this interactive session participants will expand their learning of basic formulas by covering how to format text, align and merge cells, format numbers and dates and more!

How to Handle Change & Upheaval | Tuesday, June 24 | 1:00 PM - 3:00 PM | In-Person

Change is a certainty in today's environment. The key to surviving and thriving is to take a proactive approach to change. This program provides the tools to assess typical attitudes toward change, intervene in the change cycle with positive strategies, and combat change-related stress.

MBTI & You | Tuesday, June 26 | 9:00 AM - 11:00 PM | In-Person

The MBTI (Myers-Briggs Type Indicator) instrument is designed to help you understand your unique personality and how you relate to others around you. The MBTI® instrument is backed by thousands of research studies and has been found to be both reliable & valid in assessing personality. Registration ends 2 weeks early to allow time for completion of online assessment.

Wise Use of Credit and How to Improve Your Credit | Friday, April 11 | 12:00 PM - 1:00 PM | In-Person

The "Wise Use of Credit" session is designed to help individuals understand the fundamentals of credit, its impact on personal finances, and how to use credit responsibly. Key topics include: understanding the factors that impact your credit score, practical steps to improve your payment history, managing credit utilization and reducing debt, correcting errors on your credit report, strategies for handling collections and disputes, tips for building a positive credit history from scratch. Attendees will gain practical knowledge on budgeting, understanding credit reports, and making informed decisions when borrowing money. Whether you're new to credit or looking to improve your financial habits, this session will empower you to make smart choices and build a healthy financial future.

Planning for Retirement by OPERS | Tuesday, April 29 | 12:00 PM - 1:00 PM | Virtual

Join Ohio Public Employees Retirement System (OPERS) staff for Planning for Retirement. This is for all OPERS members who are more than 12 months away from retirement, and who are within 5 years of retirement eligibility.

Smart Auto Shopping & Refinancing | Friday, May 16 | 12:00 PM - 1:00 PM | In-Person

In today's competitive market, purchasing or refinancing a vehicle requires more than just browsing online listings or visiting a dealership. Smart Auto Shopping & Refinancing is a comprehensive session designed to equip you with the tools, strategies, and knowledge to make informed, financially savvy decisions when buying or refinancing your car. Throughout this session, you will learn how to: understand the ins and outs of auto financing, including loan terms, interest rates, and credit scores, navigate the refinancing process to lower monthly payments or save on interest, avoid common pitfalls and hidden costs that can affect your long-term financial health. Whether you're a first-time car buyer or looking to refinance your current auto loan, this session will provide you with actionable insights and practical steps to make smart, confident decisions in the auto shopping and refinancing process.

First Time Homebuyers | Friday, June 13 | 12:00 PM - 1:00 PM | In-Person

This class is designed to guide prospective homebuyers through the often-complex process of purchasing their first home. Participants will gain a thorough understanding of the key steps involved in homebuying, from preparing finances to selecting the right mortgage. This session covers essential topics such as understanding credit scores, exploring loan options (including FHA, VA, and conventional loans), budgeting for down payments, and navigating the real estate market. Key Learning Outcomes: -Understand different types of mortgage loans and how to qualify for them, learn strategies to improve your credit score and financial readiness, navigate the homebuying process, including working with agents, inspectors, and lenders, be confident in managing closing costs and understanding homeownership responsibilities, perfect for anyone looking to buy their first home, this session offers invaluable tips and tools to make the dream of homeownership a reality.

Invest in Your Future by Ohio Deferred Compensation | Wednesday, June 25 | 12:00 PM - 1:00 PM | In-person

Ohio Deferred Compensation is a supplemental 457(b) retirement plan for all Ohio public employees and one of the largest 457(b) plans in the country. Deferred compensation has been the Program's only responsibility since 1976. This presentation is intended for employees who are approaching retirement and have questions.

***Did
You
Know?***

We have an in-house team that can
build training for your workplace.
Contact us to learn more.



Click HERE or scan the QR code to register

How to Better Manage Stress by OPTUM | Wednesday, April 16| 11:00 AM – 12:00 PM | Virtual

In this workshop, participants will learn to identify the stressors in their lives and understand the impacts. Focus is placed on the use of positive coping mechanisms to reduce the negative effects of stress. Attendees will have an opportunity to practice relaxation exercises. Participants will: examine personal values and choices, learn skills for managing multiple demands, assess their current state of balance and stress, identify resources that can be used to meet needs, the information in this workshop is for general educational purposes only and not intended to provide specific advice or recommendations.

Autism & ADHD in the Workplace by OPTUM | Tuesday, April 29 | 11:00 AM – 12:00 PM | Virtual

Neurodiversity can be described as the natural way people learn, think and perceive the world, interact and process information. Different ways of thinking and problem-solving can help organizations thrive, as a workforce that includes people with a variety of perspectives, backgrounds and experiences can improve innovation and creativity. Yet according to research, only one in ten people disclose their neurodivergence to their employers. Neurodivergence includes people with autism and those with attention deficit hyperactivity disorder (ADHD). This session will explore the ways in which a workplace can support neurodiversity and embrace all types of ways to think, learn, interact and perceive the world.

Creating Harmony between Generations at Work by OPTUM | Wednesday, May 7 | 2:00 PM – 3:00 PM | Virtual

Today's workplace dynamics are rapidly changing. It's possible for one workplace to have four different generations on the same team sharing the same space. Because different generations bring their own values, rules and styles, that can sometimes lead to conflict or unproductive competition. This program can help participants understand generational differences - and get tips for creating a harmonious work environment. Participants will: 1. Determine strengths of each generation 2. Explore the values that drive each generation 3. Develop techniques to create harmonious work teams

Maintaining Balance in Life by OPTUM | Tuesday, May 20 | 11:00 AM – 12:00 PM | Virtual

A life that's out-of-balance can cause high levels of stress. Participants will have an opportunity to learn methods of using available resources to meet their individual needs. And they'll learn stress management techniques and take home a variety of tools for addressing stress. Participants will: examine personal values and choices, assess current state of balance and stress, identify resources that can be used to meet needs, learn skills to effectively manage multiple demands, and explore ways to better balance the conflicting demands of life.

Building Resiliency for Managers by OPTUM | Wednesday, June 4 | 10:00 AM - 11:00 AM | Virtual

The way we manage the demands in our lives can leave us energized or drained. This session looks at how to recognize demands that lead to stress, build resilience, and develop coping strategies to maintain a high level of resilience in our lives. This session is designed to help managers build their own resilience and their team's resilience. Learning Points: define resilience and learn what it is and what it is not, Understand the relationship between stress and resilience, learn strategies to build resilience, explore strategies that managers can use to build resilience in their teams and within their organization.

Move to Improve Mental Health by OPTUM | Tuesday, June 17 | 11:00 AM - 12:00 PM | Virtual

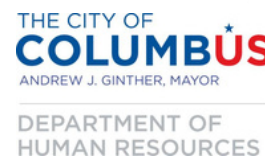
Mental health and physical health are closely connected. Research suggests that increased physical activity of any kind can improve depression, anxiety, and ADHD symptoms, improve sleep, and reduce stress. Engaging in regular physical activity has also been shown to reduce the risk of developing depression and other mental health conditions in children and adults. This training program will introduce participants to the benefits of movement on mental health. They will learn how movement impacts mental health and learn strategies for adding movement to their daily routine. Learning Points: learn the impacts that movement can have on overall health, discover the ways that simple movement and exercises can improve mental health, understand possible obstacles to movement and how to overcome them, learn strategies to begin adding movement to one's daily routine with the goal of improving mental health.

How to Be an Effective Workplace Leader by OPTUM | Tuesday, June 24 | 2:00 PM - 3:00 PM | Virtual

Today, leadership requires a more complex set of skills and values than at any time in the past. Vision, trust, integrity and empowerment have become critical elements of effective leadership. This training will provide the framework for becoming an effective and ethical leader whether leading a small team of people or a large organization. Participants will: identify the challenges of leadership, discuss myths and realities of leadership, describe the qualities of an effective leader, create an action plan for developing leadership skills. determine the difference between leaders and managers, define the differences between leadership today and in the past.



Citywide Training & Development
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ENTERPRISE TRAINING PARTICIPANT INFORMATION (Required) Please print.

LAST NAME: _____ FIRST NAME: _____ M.I. _____
AGENCY/ORGANIZATION NAME: _____
MAILING ADDRESS: _____
CITY: _____ STATE _____ ZIP _____
PHONE: _____ Billing Attn to: _____
WORK FAX: _____ EMAIL: _____

CLASSES ARE FILLED ON A FIRST COME, FIRST SERVED BASIS. REGISTRATION IS NOT COMPLETE UNTIL YOU RECEIVE A CONFIRMATION EMAIL WITH PARKING INSTRUCTIONS. EMAIL COMPLETED REGISTRATION FORM TO: CTD@Columbus.gov

COURSE DATE	COURSE TITLE	PRIMARY REASON FOR REQUESTING COURSE	COURSE TIME	Cost
			TOTAL	

Enterprise Customer

- ☐ Public ☐ COC employee family
☐ Small Business

COC Employee Name: _____

AUTHORIZATION INFORMATION: (if applicable)

Signature indicates knowledge that this registration form will be submitted to CTD for processing and certify/acknowledge that all information is true to the best of your knowledge.

Participant or Authorized Approver Signature (Required)

Small Business Grant Eligibility

- ☒ My small business has less than 50 employees
☒ My small business is located in Central Ohio
☒ My small business is for-profit

Please contact US if you have any questions regarding eligibility.

Small Business Tax ID#

Payment Information: All forms of payment must be submitted with the registration form. We accept Visa, Mastercard, Discover, Checks and Money Orders made payable to the Columbus City Treasurer. Memo – Citywide Training. Once class registration is confirmed, *payment is not refundable*. Please (v) the appropriate box for your form(s) of payment:

- ☐ Credit Card ☐ Money Order ☐ Check

Please indicate if any special needs are needed:

How did you hear about us?

- ☐ Website ☐ Facebook ☐ LinkedIn
☐ Other _____

**Please provide CTD with at least a 48 hour cancellation notice.
IT'S TIME TO LEARN~GROW~THRIVE WITH US!**