
Still here after all these years!

Promoting Excellence in Youth-work!



About our Services ...

One thing that's constant in life is changes! If you are one of those RHY grantees who is feeling a bit nostalgic for the days when you could simply call on us to provide training and technical assistance, we want to reassure you that TNOYS is still here, and still available to meet your needs.

We are extending a formal invitation to all RHY grantees in Texas and throughout this region, to call on us. We will coordinate with the new **RHYTTAC** to seek authorization and payment for those services whenever possible, and we'll suggest appropriate consultants within and outside our network if needed. While we know that youth serving agencies must rely on a variety of staff development resources, we believe that we offer quality services that can supplement – or offer a fresh alternative – to what you receive elsewhere. TNOYS is known for being responsive, client-centered, and efficient in meeting an individual agency or program's needs for T&TA!

Dial: 512.328.6860

About our new XL Institute ...

We are extending this invitation in conjunction with announcing TNOYS' new **XL Institute**. For a very reasonable price we can continue to help you ensure you have quality adult education for your staff! The XL Institute provides TRAINING, CONSULTING, & GROUP FACILITATION; services that Texas grantees are accustomed to receiving from our network.

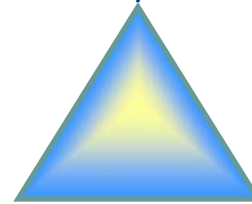
The XL Institute can address needs that aren't covered by the RHYTTAC. Fees charged by the XL Institute are based on actual costs. Group rates can be negotiated. We can also work with your organization to share costs and promote with others in your area.





"We're about

People,



Process,... and Product!"*

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About our Trainings and Technical Assistance

TNOYS offers T & TA in the topic areas RHY Grantees want and need in order to operate basic care, transitional living and street outreach programs. TNOYS delivers T&TA services that develop competent, confident youth-work professionals. The ultimate purpose of our XL Institute is to ensure effective services to vulnerable youth and their families, based on the best methods and knowledge available in the field.

Our teaching style is based on social learning theory and adult education; proven methods that amplify participants' competencies and maximize the learning experience. We structure workshops such that manageable chunks of behavioral information are presented. Then participants practice using the material in group exercises and discuss their experiences afterwards. This learning structure encourages active participation, ensures cognitive and behavioral understanding, and connects learned material to participants' pre-workshop repertoire in ways that ensure post-workshop success. Sample trainings include:

Adolescent Development

After Runaways Return: Working with Youth & Parents

Amplifying Assets: A Guide to Helping Parents Help Themselves

Be Proud / Be Responsible Facilitator Training

Competency-Based Approach for Residential Youth-workers

Competency-Based Supervision: Empowering Employees

Cost allocation

Daily schedule

De-escalating youth

Defining "Youth Development" for your agency

Defusing crises in shelters

Developing Youth / Adult Partnerships

Discovering Resiliency in Youth

Documentation & Goal Setting with Youth & Families

Embracing a Youth Development Approach

Empowering Frustrated Parents

Empowering Youth & Families in Crisis

Ethics and confidentiality

Facilitating Possibility-Oriented Conversations

Fiscal monitoring/Audit preparation

Grant writing

Involving youth as partners in service planning, provision and evaluation

Level systems

Logic Models

Managing aggressive behavior ~ PMAB



Managing organizational change/ Assessment and evaluation

Mediation skills

Micro-Counseling Skills for Communicating Rec/Leisure Planning

Reluctant Clients: Working with folks who don't want to be there

Solution-Building Groups with Youth

Solution-Oriented Approach to Experiential Programming

Solution-Oriented Brief Therapy

Solution-Oriented Parenting Groups

Shift transition

Staying On & On in Brief Counseling

Strategic planning

Teambuilding

The Politics & Process of Ethical Decision-Making

Therapeutic Reframing

Using a Strengths-Based Approach with People

Working Effectively with Passive Clients

Working with Reluctant Parents

Youth advisory boards

Youth on your board of directors

