

**CINERGY® CONFLICT MANAGEMENT COACHING**  
 VIRTUAL TRAINING - CLASS AND PRACTICE DATES

**November 3 - 20, 2025**

**Times are in EST (Eastern Standard Time - Toronto)**

|                                                                                                                   |                         |                   |
|-------------------------------------------------------------------------------------------------------------------|-------------------------|-------------------|
| Class 1                                                                                                           | November 3              | 1:00 PM – 4:00 PM |
| Class 2                                                                                                           | November 4              | 1:00 PM – 4:00 PM |
| <b>** Skills Practices</b>                                                                                        | <b>November 5 - 10</b>  |                   |
| Class 3                                                                                                           | November 11             | 1:00 PM – 4:00 PM |
| <b>** Skills Practices</b>                                                                                        | <b>November 12 – 17</b> |                   |
| Class 4                                                                                                           | November 18             | 1:00 PM – 4:00 PM |
| Class 5                                                                                                           | November 19             | 1:00 PM – 4:00 PM |
| Class 6                                                                                                           | November 20             | 1:00 PM – 3:00 PM |
| <b>Intersession work, for which participants receive credits, will be assigned throughout the above schedule.</b> |                         |                   |

| <b>** Skills Practice Sessions</b>                                           |                      |                                                            |                  |
|------------------------------------------------------------------------------|----------------------|------------------------------------------------------------|------------------|
| Skills Practices                                                             | 2 ½ hours per person | done in 2's (or 3's) (depending on number of participants) | November 5 - 10  |
| Skills Practices                                                             | 2 ½ hours per person | done in 2's (or 3's) (depending on number of participants) | November 12 – 17 |
| <b>Participants work with a coach-mentor who will oversee the practices.</b> |                      |                                                            |                  |