



# Company Profile

**The Flourishing Company**

Rev 02-03-14

# Changing the way people experience work...to create a workforce that's alive!

The Flourishing Company is a workplace consulting firm helping organizations grow by increasing the productivity and positivity of their work teams and individual team members.

TFC coaches understand the need for acceleration in today's market. With a specific focus on an engaged workforce aligned with the mission and vision of your organization, we help you create a workplace culling the best from each member of your staff.

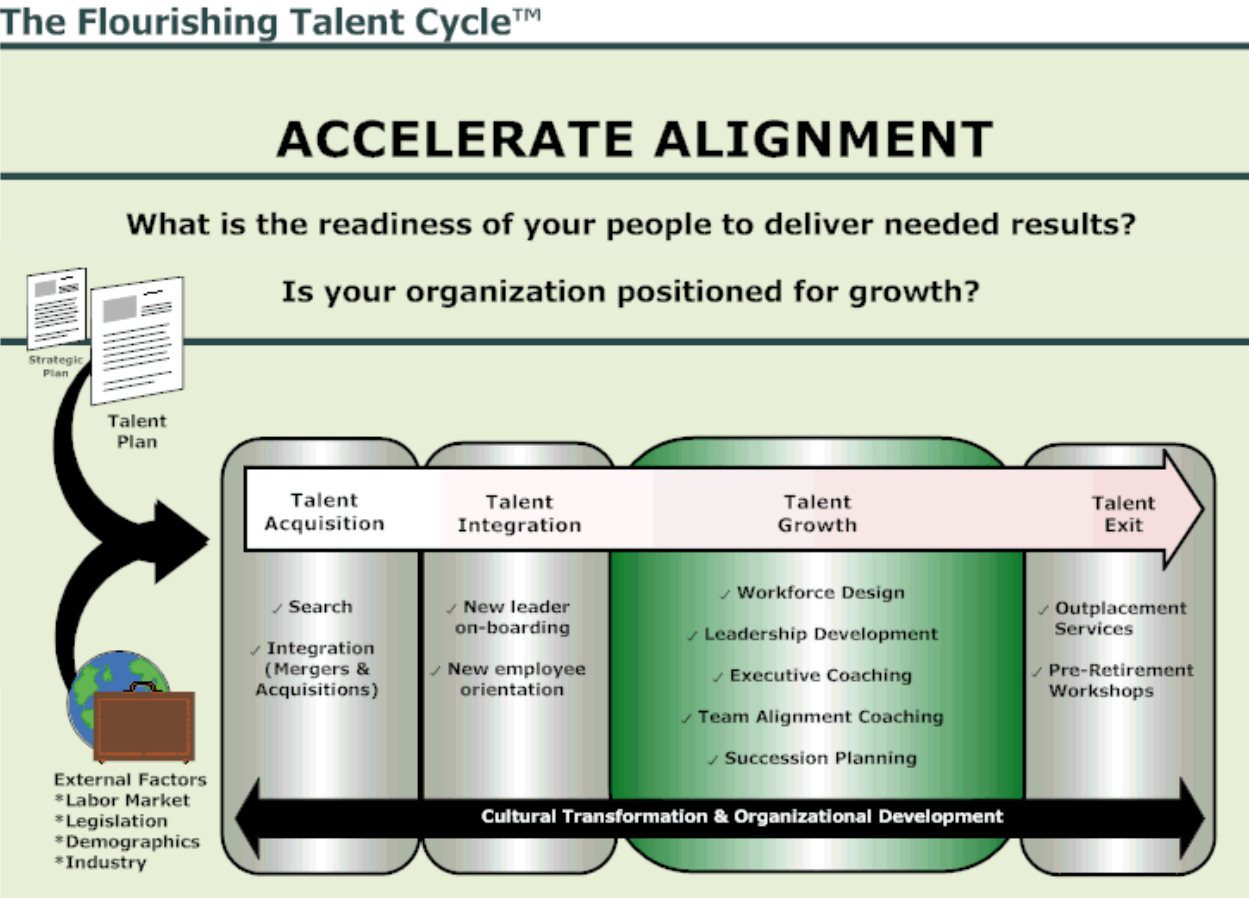
Each solution is customized to help build organizational capability and can include team coaching, one-on-one coaching and the development of enterprise systems and processes.

A cadre of experienced, trained, worldclass, professional coaches are matched with TFC clients based on their background and engagement objectives.



# Purpose

The Flourishing Company helps businesses align their people with the strategic plan. With a focus on the natural flow of people in and out of organizations, TFC coaches help business leaders grow their people and drive results by identifying and closing gaps in talent and processes.



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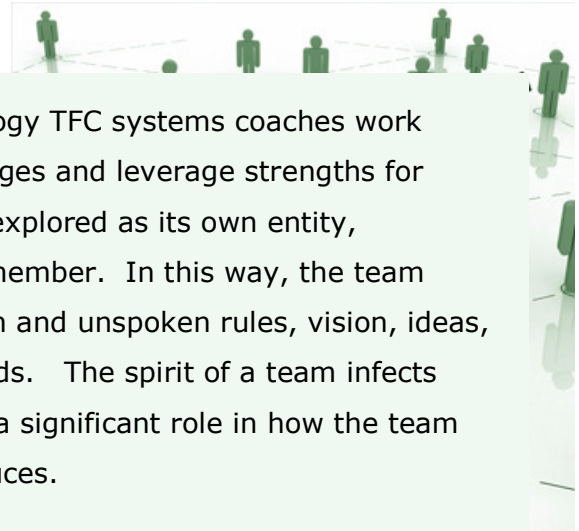
# Executive Onboarding

TFC helps new executives and their teams quickly lay the ground work for operating with high levels of productivity and positivity at an accelerated pace. Bringing the team and the new executive together early in the assignment provides the opportunity to swiftly build the “golden triangle” of trust, respect and optimism, leading to better performance and averting problems down the road.

The Executive Onboard Coaching Program provides a safe, facilitated opportunity for both new executives and veteran team members to educate one another, ask difficult questions and explode assumptions. The unique blend of coaching and facilitation reduces apprehension, miscommunication and confusion. While companies do enjoy successful onboarding organically, the Executive Onboarding Coaching Program allows both parties to learn about each other more candidly and more quickly, accelerating results.



# Team Alignment



Using a cutting-edge coaching methodology TFC systems coaches work directly with the team to address challenges and leverage strengths for effective resolution. The team must be explored as its own entity, independent of the needs of any single member. In this way, the team itself is seen as its own body with spoken and unspoken rules, vision, ideas, blind spots, expectations, and even moods. The spirit of a team infects and influences the individuals and plays a significant role in how the team works together and what the team produces.

Team training ensures capacity building allowing the team to master new skills and employ them post-intervention supporting sustainable change.

Specifically, certified systems coaches have mastered competencies to

- coach the system as a whole
- hold the system as client
- work directly with the system as an entity to build organizational capability
- reveal the system to itself
- educate and train the client for capacity building

# Executive Alignment



Executive coaching is a process to help professionals become more effective in their jobs. During the initial assessment, TFC works with the organizational sponsor to identify the area(s) the executive needs to strengthen to become more effective today and in the future. In addition to capacity building, coaching sessions consist of setting SMART goals, tracking and gauging milestones, sustaining progress and applying lessons learned back on the job.

## **Process Coaching**

Helping executives strengthen interpersonal skills

- Conflict management
- Powerful listening
- Effective time management
- Effective delegation
- Giving effective feedback
- Life balance
- Effective delegation

## **Developmental Coaching**

Helping executives increase readiness for promotion

- Strategic thinking
- Process orientation
- Problem-solving
- Influencing culture
- Strategic networking

# Outplacement



TFC coaches understand the new job search in the new economy. The successful job search has changed dramatically and our contemporary system accelerates the preparation of your displaced employees thus decreasing the time between jobs.

We can manage the process for you from beginning to end, ensuring those affected are productively engaged.

The program helps your organization -

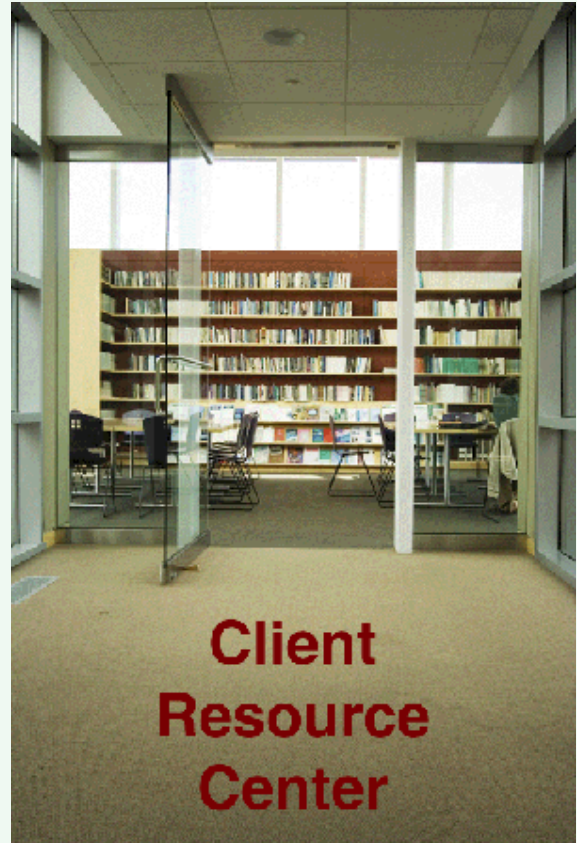
- send positive signals to remaining staff
- demonstrate your value and appreciation for displaced employees
- assist with corporate reductions, acquisitions and divestitures
- avoid common pitfalls in the termination process
- enable candidates to get “unstuck” from inappropriate job placements

Outplacement solutions are customized based on specific client needs and can include large group workshops, individual coaching programs or a hybrid solution containing both.

# Proprietary Tools

## **On-line Resources**

Over the past 10 years, TFC has created tools, models and much more. When working with a client, TFC coaches select the perfect tool(s) to augment the coaching based on client goals.

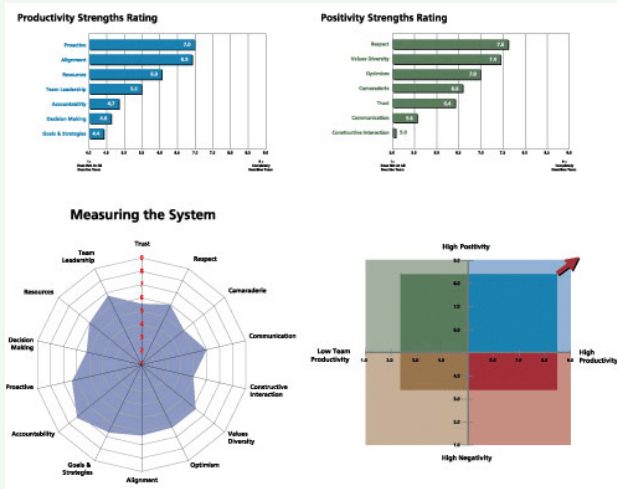




# Assessments

## Team Diagnostic

The Team Diagnostic Assessment is a unique tool to understand teams. The treatment of the team as a “system” is a cutting-edge approach with supporting metrics. The assessment also provides the



## Team Trust Index

A confidential online assessment measures the presence of 10 behaviors known to impact trust within a team. The data gives additional insight into the dynamics of the team and can be used as a benchmark to track team changes over time.

## Executive 360's

Confidential feedback provided online by key stakeholders is compiled in a comprehensive report. An experienced coach helps the recipient understand the feedback, identify top priority areas and construct an Individual Development Plan.

## Enhanced Executive 360's

This hybrid method utilizes quantitative and qualitative data collected from the manager(s), peers and direct reports. Data collected using the online instrument and one-on-one interviews is used to generate an even more in-depth profile for the recipient.

An experienced coach helps the recipient understand the feedback, identify top priority areas and construct an Individual Development Plan.

**Customized manager and organizational assessments available on request**



## Contact

Website	<a href="http://www.TheFlourishingCompany.com">www.TheFlourishingCompany.com</a>
President & CEO	Heather Bradley, BCC, ORSCC
Telephone	419-309-4252
E-mail	<a href="mailto:info@theflourishingcompany.com">info@theflourishingcompany.com</a>
Address	4427 Talmadge Rd. Suite 217 Toledo, OH 43623

  
The Flourishing Company   
*Growing People - Driving Results*