

Heather L. Bradley, The Flourishing Company

By Mary Runser

Heather Bradley, of the Flourishing Company, is a business and executive coach who truly believes she can help change the mindset of people in the workforce. "You can change your work experience," Heather said, "and it is our job to help show people how to do just that."

Spending most of her career in the corporate world, Heather had relocated six times in ten years until reaching the office of vice-president of human resources for a Fortune 500 company by the age of 40. "Every position I held was with a really great company. I honestly thought that I would retire from the corporate world." But, the company she worked for consolidated businesses and her position was eliminated. It wasn't what she had expected, but it allowed her the opportunity to change how she experienced her own work and go in an entirely different direction.

Back in 2001, Heather boarded a Metro train to meet with a client. Since she and her husband lived at the end of the line, she had the opportunity to take a seat and observe people boarding at each stop. "What hit me," she said, "was that almost without exception, people seemed to be harried, exhausted, or miserable—and perhaps all three." Heather began to visualize people boarding the train who were excited to be on their way to work every day, or maybe they would decide to disembark that train and go in a completely different direction. "**I**

realized it was my purpose to help people see that their work experience can be something different."

Heather started The Flourishing Company which consists of a team of professional coaches who are matched with clients based on their experience, background, and engagement objectives. Our goal is to help a company accelerate the alignment of their people with the strategic plan using The Flourishing Process: Clarity, Choice, and Action. We slow things down to pinpoint what is out of alignment and causing frustration. Then choices are made to create alignment and set up positive goals for moving forward. And finally, we help develop an action plan with steps to implement and realize those goals. "It's really all

about growing people and driving results." The work they do has measurable results and is customized for every client because all businesses are unique and different.

Heather and her team are completely trained and certified in several different coaching models, and have worked with companies and organizations such as the NASA-Goddard Space Flight Center, the Internal Revenue Service, Owens Corning, T-Mobile, the Elizabeth Glaser Pediatric AIDS Foundation, the Women's Entrepreneurial Network, among many others. Heather is also certified (one of the first 25 in the world) as an

Organization Relationship Systems Coach (ORSC). This cutting-edge coaching model focuses on the team as a system and, at its core, reveals the system to itself to highlight needed changes. "It's an incredibly innovative coaching model," Heather said, "that has changed my life and revolutionized the way I approach coaching."

Workplace frustration comes in as many different forms as you can imagine. Sometimes, we can be the source of our own frustration. As successful as Heather has been in the corporate world, and in her own business, she's had to learn to get out of her own way. "My own self-doubt created some of the barriers to my success," she said. "I wasn't taught to doubt myself. In fact, quite the opposite, my mother always told me

that I could do anything I wanted. And the greatest thing my father ever modeled for me was creativity. He always told me there was a solution to every problem; we just have to find out how to identify the solution." Are you and your company ready to grow? Let Heather and her team help create solutions to your workplace problems so that you can flourish.

If you have found this story interesting, informative, or inspiring please let Heather know! You can contact her at 419-309-4252, visit her website at www.thefourishingcompany.com, email her at heather@thefourishingcompany.com, or stop by the office (by appointment only) located at 4427 Talmadge Rd. STE #217 (inside the Savage Building) Toledo, Ohio 43623.



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