



Company Profile

The Flourishing Company

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

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, world class professional coaches are matched with TFC clients based on their background and engagement objectives.

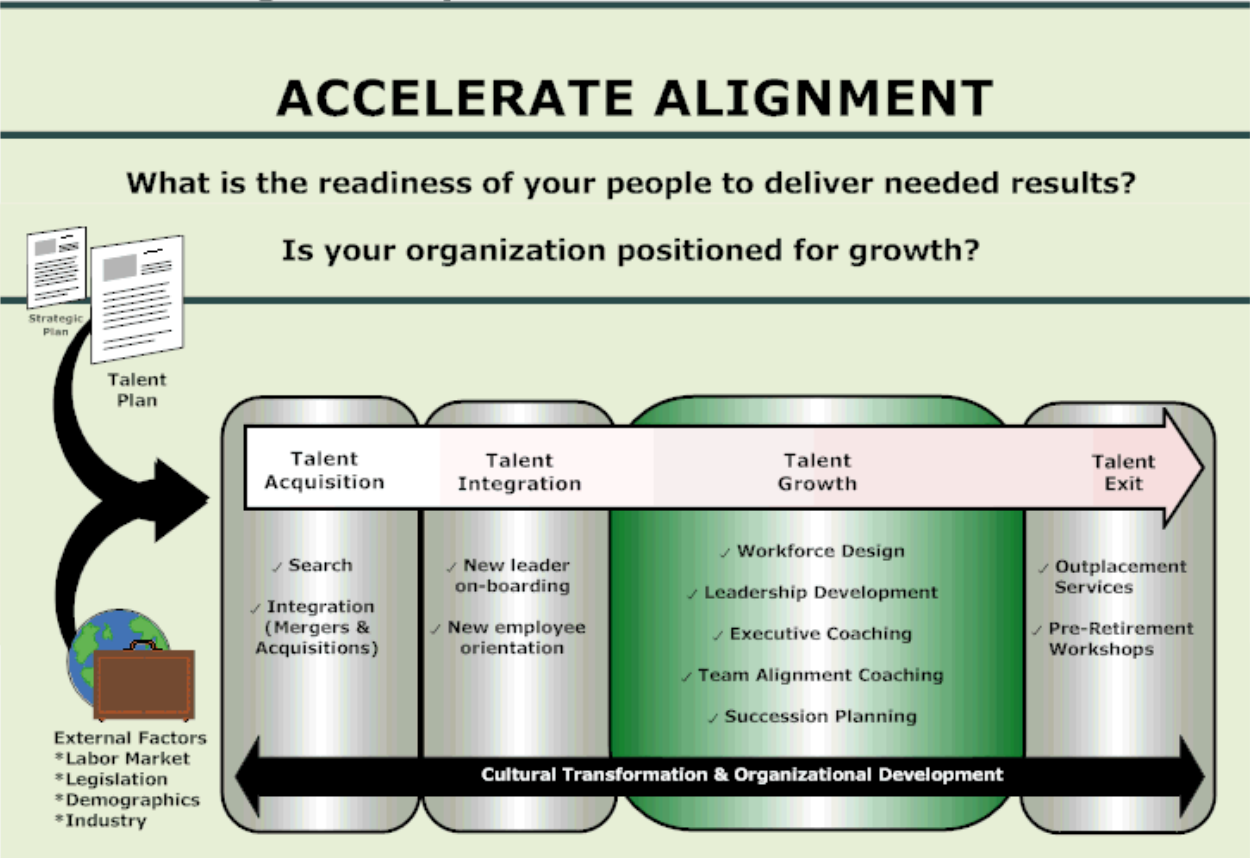
With cutting-edge coaching expertise and experience, TFC is uniquely positioned as your top resource for alignment, change, transition and transformation. Deep Fortune 500 experience equips TFC coaches to help you and your organization grow your people and drive your results



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.

The Flourishing Talent Cycle™



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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.

During the engagement and after goals are achieved, clients have access to the entire on-line library at no charge.



Once a TFC client, always a TFC client

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 capability of benchmarking to track team changes over time.

The model and diagnostic assessment are based on research showing that most successful teams have the means in place to take productive action **and** to build effective relationships that motivate and sustain the action. Correspondingly, the Team Diagnostic model is built on two fundamental axes: factors that optimize *productivity* and factors that promote *positivity* and neutralize negativity. The Team Diagnostic model defines seven productivity factors and seven positivity factors.

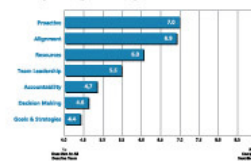
The constellation of strengths provides a complete picture for high-performing teams to help generate value-added outcomes:

Mindset — take the focus off individual team members’ relationships - shift to the team as a whole

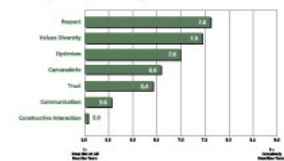
Skill set — introduce a team skill set to support a fully engaged, sustainable team

Optimizing Performance— release the collective, generative power of the team

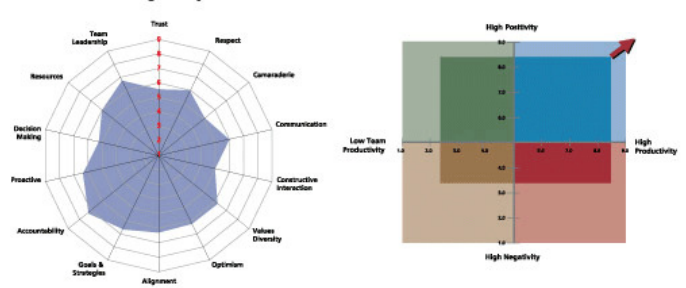
Productivity Strengths Rating



Positivity Strengths Rating



Measuring the System





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Growing People - Driving Results

