


Growing People - Driving Results

Building Organizational Capability

COMPANY PROFILE

(rev 09/02/10)

Overview

Heather L. Bradley leads a cadre of experienced, trained, world class professional coaches who are matched with TFC clients based on their background and engagement objectives.

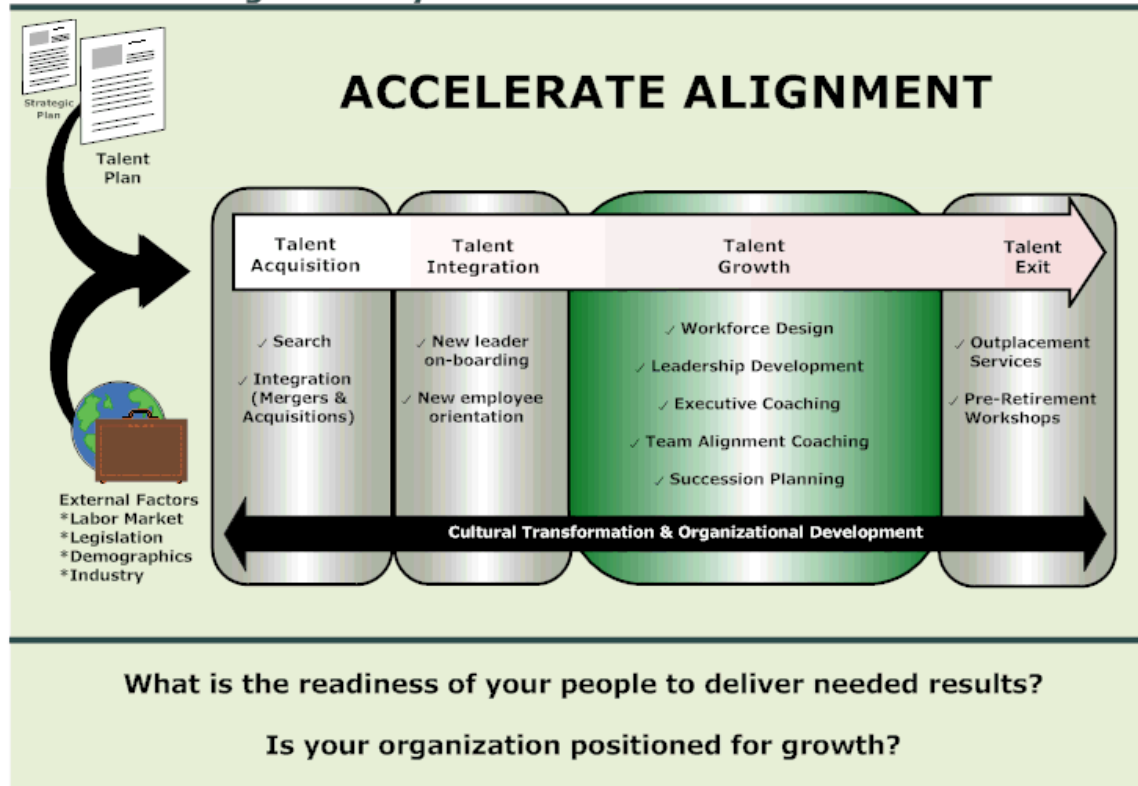
TFC coaches understand the need for acceleration in today's market. With a focus on the natural flow of people in and out of organizations, assessments help identify gaps in talent and processes. Customized solutions to build organizational capability are created and can include team coaching, one-on-one coaching and the development of enterprise systems and processes.

Bradley, with her coaching expertise and background, is uniquely positioned as your top resource for alignment, change, transition and transformation. A former Vice-President of Human Resources in a Fortune 500 company, Bradley can 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 identify gaps in talent and processes and help business leaders grow their people and drive results.

The Flourishing Talent Cycle™



Copyright 2009-2010 The Flourishing Company. All Rights Reserved

TFCTALENT061710

Service – Executive Onboarding Coaching Program



Help 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 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.

Service – 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 ORSC 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

Clients include

- Internal Revenue Service
- U.S. Treasury – Bureau of Public Debt
- Elizabeth Glazer Pediatrics Aids Foundation
- American Bar Association
- Minority Corporate Counsel Association
- Toledo Regional Chamber of Commerce
- REMY Intl.

Heather L. Bradley is among the first 25 coaches in the world recognized for her competency as an ORSC practitioner. The TFC network includes qualified ORSC practitioners throughout the world.



Service – Executive Alignment

Executive coaching is the process of helping an executive become more effective in his or her job. 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 - help executives strengthen interpersonal skills

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

Developmental Coaching – help executives increase readiness for promotion

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

Clients include

- World Wildlife Fund
- Minority Corporate Counsel Association
- NASA-Goddard Space Flight Center
- U.S. Department of Education
- U.S. Department of Energy
- U.S. Department of Housing and Urban Development
- U.S. Department of Health and Human Services
- U.S. Small Business Administration
- U.S. Treasury Department
- Owens Corning

Heather L. Bradley is an active member of the International Coach Federation and the Founding President of the Northwest Ohio chapter. Heather was awarded certification in 2001 and is a credentialed ICF coach.



Service – Outplacement Programs



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.

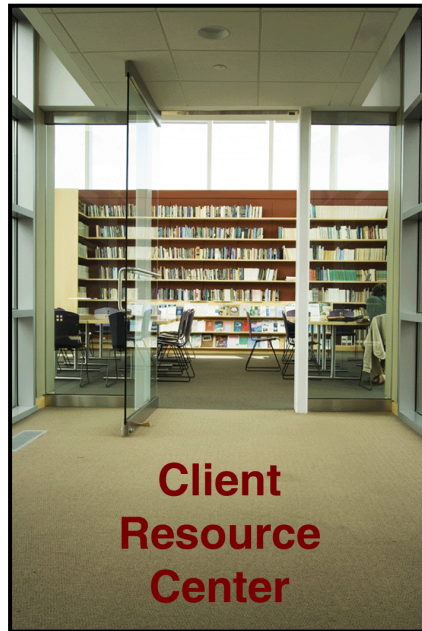
The program helps your organization -

- 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 Client Resource Center

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

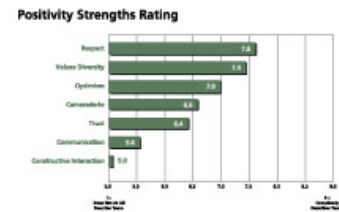
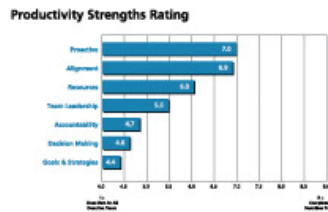
Specialty Tool - Team Diagnostic Assessment

The Team Diagnostic Assessment is a unique approach to working with teams that is unlike any in the marketplace. What sets it apart from other methodologies is that it regards the team as a "system," a living dynamic organism that has characteristics that transcend those of any of the individual members. This 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.

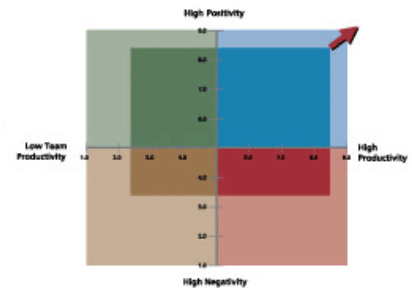
The seven team strengths that affect productivity are:

1. Goals and strategies
2. Alignment — a sense of common missions and purpose
3. Accountability
4. Resources
5. Decision making
6. Proactivity
7. Team leadership



The seven team strengths that affect positivity are:

1. Optimism
2. Trust
3. Respect
4. Communication
5. Constructive interaction
6. Camaraderie
7. Values diversity/Deep Democracy



This constellation of strengths provides a complete picture for high-performing teams and helps to generate the following outcomes:

Mindset — create a mindset that takes the focus off of individual team members' relationships and shifts it to the team as a whole, to what we call the *third entity*™ which is the team

Skill set — introduce a team skill set that provides team members with the essential disciplines necessary to be a fully engaged, sustainable team

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

Heather L. Bradley is a member of a select team of professionals authorized to deploy the Team Diagnostic Assessment.



Contact

Website www.TheFlourishingCompany.com

President & CEO Heather Bradley, ORSCC

Telephone 419-309-4252

E-mail info@theflourishingcompany.com

Address 4427 Talmadge Rd.
Suite 217
Toledo, OH 43606