

Executive Coaching

Program Overview

Executive Coaching is a powerful tool to accompany change in high potential individuals. It brings about long-lasting systemic change rather than minor short terms adjustments. One-on-one Coaching conversations with a certified coach will help clients:

- Identify the key challenges faced
- Set objectives for breakthrough results
- Creatively accelerate the achievement of results
- Stay focused on and become accountable for objectives
- Develop lasting skills and behaviors for high performance
- Tap into their unique talents to create win/win situations

Target Audience

Executive Coaching is designed for mid-to-high-level executives who want to develop their potential, create breakthrough results and make professional shifts.

Results

- Acceleration of qualitative and quantitative results (including financials)
- Extreme empowerment of individuals leading to a win-win working environment
- Attainment of breakthrough goals
- Increased awareness and consciousness of the present
- New non-linear perspectives fostering creativity and innovation
- Enhanced quality of life

Program Format

- A six month commitment incorporates the co-creation of an action plan
- Monthly coaching includes three or four formal one-hour sessions with the possibility of unlimited e-mails and laser coaching
- TGN coaches create space for learning and action during and between sessions, using powerful questions, requests, challenges and acknowledgement of clients
- Coaches use a variety of techniques from the systemic approach, co-creative coaching, and work on the body (healing, aikido and breathing techniques)



Team Coaching

Program Overview

Team Coaching is an intensive and highly experiential process which supports breakthrough results through the development of high performing teams. The primary effort consists of a series of 2-day off-sites spread 4 to 6 months apart. The off-sites are led by a Team Coach and the basis of the work is “Systemic Consulting”.

Target Audience

Any team wanting to become high-performing and willing to do the work required. The team needs to be sufficiently interdependent and have common goals under which it operates. The team leader should be committed to being a partner in co-creating the process and driving the outcomes.

Results

- Accelerates the development of the team
- Identifies and addresses key challenges facing the team
- Generates a strong focus on accountability and possibility
- Fosters and strengthens effective business relationships across the team
- Develops lasting skills and behaviors for high performance
- Creates significant positive shifts in business results

Program Format

- Team coach meets with client/team leader to discuss team issues and opportunities along with agenda and desired outcomes for the overall process as well as for the initial team session
- The first 2-day off-site introduces the team to TeamDevelopmentPro™ and the Lumina Learning Program. TeamDevelopmentPro™ is a rigorous model which promotes effective and productive meetings. Lumina is a personality preference instrument and a practical tool for understanding/influencing others. Team members will undergo a thorough and candid self-assessment
- Subsequent sessions consist largely of meetings focused on key business issues identified in initial assessment meetings. Experiential activities are often used to highlight critical points.
- Extensive work between sessions is done to ensure sustained momentum by the team.



TeamDevelopmentPro™

Program Overview

Meetings are the primary vehicle for teams or groups to work face-to-face. TeamDevelopmentPro™ is a powerful meeting process that accelerates a team's development while dramatically improving the effectiveness and results of meetings. Based on the premise that every meeting is a microcosm of what goes on for the team in the workplace, improving the meeting process will improve operations and subsequent business results.

Target Audience

- Teams or groups that want to significantly improve their meeting effectiveness
- Any organization where meetings are a critical part of day to day business

Results

- Leads to effective and clear decision-making processes
- Increases individual and mutual accountability
- Reinforces foundational leadership and team skills
- Ensures meetings become and remain efficient
- Maximizes innovation and creativity

Format

- One day training process
- Teams will be trained on the different roles of participants, the process, and the purpose of meetings
- Meeting topics and agendas are designed by client with support of team coach
- Effective meeting process and key meeting roles are thoroughly reviewed
- Actual meetings regarding critical business issues occur
- Team coach provides clear guidance, feedback between meetings and if needed, during the meetings
- Follow-up may include a phone session or a live observation of the team in action within 3 months of the initial session



Lumina Learning Programs

Program Overview

The Lumina Learning Program provides a highly interactive and fun experience in which learners explore who they are, using this individualized psychometric profile tool. It provides a four color framework for better self understanding and helps people identify how to improve their working relationships with others. By applying the Lumina Learning Program model, learners can unlock many business benefits.

Target Audience

The Lumina Learning Program can be designed for a broad range of individual and team coaching programs, or an in-depth group facilitation process. The Lumina Learning Program can help people become more influential with internal and external clients, colleagues and stakeholders.

Results

- Embraces paradox – doesn't force choice of preference. Measures individuals levels of opposite, competing and contradictory aspects of their personality e.g. their level of introversion and extraversion
- Measures 3 personas: The Underlying you, the Everyday you and the Overextended you
- Simplicity and depth – uses practical language to create a set of ideas that people remember and can apply for years to come
- Produces clear insight into how individuals can work more effectively with others
- Individuals enjoy using it because it gives a clear insight to their personality

Program Agenda

- Understanding your own persona at work
- Building awareness of others' qualities
- Overcoming differences with others
- How to 'speed read' others and refine how you communicate with them
- Transform relationships
- Action Planning using GROWS model

Each program will be customized to fit your needs – we strongly suggest to blend it into our team coaching process.



Breaking Through The Future™

Program Overview

BTF™ is a workshop for Leaders and their high-performing Teams to find innovative ways to create new futures and new ways to implement in the very present. The workshop will include tools to invent and implement a new future

Target Audience

High performing teams or already successful businesses that want to significantly improve their results, beyond their realities. Only for extraordinarily driven leaders. Highly efficient organizations going through a down cycle. The team must be in a High Performance team environment, which has developed trust and maturity through candor, confrontation and ease in dealing with ambiguity.

Results

- Helps create a collective culture of opportunities and adventures
- Creates a change of paradigm to look at the future
- Allows for unconventional, imaginative, and creative decisions
- Accelerates the speed of implementation
- Creates breakthrough results
- Reinforces synergies and trust

Format / conditions to use the BTF™ successfully

- Two to three day workshop
- BTF is non-linear in the sense that results are not proportionate to the cause and can happen anytime during the process
- Requires the determination and courage of the Leader, her/his acceptance that s/he is not part of most of the process, and YET is FULLY determined about USING the process.
- The Leader must not make requests of the GOALS the different teams have set for themselves, but must be COACHING OTHERS through that process.
- It is as much about being excited by a meaningful challenge as it is about reaching an end target.
- No matter what the end result is, what counts for the leaders and managers is how they are developing the project together and individually.
- BTF then helps the team to go further by developing new processes that could include indoor or outdoor activities

