

COACHING PROGRAM

Flourishing Teams™

Creating momentum for real results!

“When a team takes ownership of its problems, the problem gets solved. It is true on the battlefield, it is true in business, and it is true in life.” ~ Jocko Willink

Why Should You Invest in Flourishing Teams Coaching?

Is your team or committee as effective as it could be? Many team and committee members spend their meetings discussing the same issues but not reaching resolution. Often, members who were excited to be on the team or committee become frustrated with the slow pace of improvement or progress and become disillusioned and demotivated. Some teams and committees are dysfunctional and lack the ability to make meaningful improvements or progress toward their goals. They may lose respect of those they are there to serve. When a team or committee is not working as a high functioning unit, all taking individual responsibility and working together toward the vision, they use a significantly greater amount of resources to achieve limited results.

What is Flourishing Teams Coaching?

The truth is, many members often have the technical knowledge and skills, but are not given the training and skill development they need to be successful in fulfilling their roles.

Flourishing teams coaching focuses on the knowledge and skills people need to be effective members of a high functioning team.

The coaching involved depends on the stage that the team or committee is at:

- 🏠 **Inception** – coaching helps the team start off right.
- 🏠 **Making limited progress** – coaching identifies blockages and takes progress to a new level.
- 🏠 **Stagnation** – coaching focuses on working with team members on the deep issues that have caused the team



VALUE ON INVESTMENT

- Increased trust and engagement
- Better understanding of how to function as a highly effective team or committee
- Greater productivity and progress toward goals
- Higher level of respect from those the team or committee serves
- Better use of resources
- Fewer unresolved conflicts
- Less risk of burnout among members
- Greater intrinsic motivation toward individual responsibility for the team or committee
- More effective leadership of the team or committee
- Greater likelihood of reaching the goal in a timely manner
- Greater enthusiasm for participation in the team or committee among future members

See next page for more details.

COACHING PROGRAM

Flourishing Teams™

Creating momentum for real results!

How Does Flourishing Teams Coaching Work?

This coaching covers:

- 🏆 The 5 key elements of high functioning teams and committees
- 🏆 Essential knowledge and training for members
- 🏆 Essential skills for the team's leader(s) or committee chair(s)
- 🏆 Essential skills for team or committee members
- 🏆 Successful meetings – preparation, execution and follow up
- 🏆 Systematic methods for addressing key issues
- 🏆 tools and techniques

No matter which stage the team is at, the program includes development of meaningful evaluation criteria that clearly demonstrate the impact of the improvements on key business outcomes.

Application Process

Space is very limited to ensure each Flourishing Team receives the utmost care in their program.

Schedule your free 30-minute discovery meeting to explore your team or committee's needs and determine what to include in your program.

About Your Coach



Liz Horvath, B.A.Sc., CRSP

Liz is the Founder and President of Hale Health and Safety Solutions. She brings over 20 years of experience and is known for her professional and interpersonal skills in leading highly successful projects and committees and helping to transform toxic and dysfunctional work environments into cooperative and productive ones. She has helped numerous teams and committees move from stagnant to successful, resulting in significant improvements in their results. She has successfully managed several national multi-stakeholder Committees, which wrestled difficult and controversial issues, resulting in the publication of ground-breaking National Standards.

Liz was Project Manager for the creation of the National Standard of Canada on Psychological Health and Safety in the Workplace and is a sought-after trainer and international speaker on psychological health and safety and leadership.