

Turning Insight into Action

With Executive Coaching



Coaching & Consulting
Jill Thorngren, PhD, BCC

We will start with a 22-page individualized **Insights Discovery Profile** that will help you gain understanding of your natural preferences, strengths, and potential blind spots.

From there, we'll take your new insights and turn them into effective actions.

You'll learn how to communicate more clearly, adapt to different personalities, and build stronger, more connected relationships.

My executive coaching is conducted from a systems perspective, focused on you, your relationships, and your communication.

Your coaching package will include face to face (in-person or teleconference) meetings, tangible goal setting, and follow up accountability.

Together, we will design and build a personalized program that empowers you to work with yourself, not against yourself.

From Obstacles to Opportunities

With Team Building

Often what we view as obstacles or barriers to our success contain the very opportunities we need to succeed.

People are the most important asset in any organization. And relationships between people have potential for both the greatest growth and the biggest setbacks.

Healthy relationships and effective communication among team members is critical for organizational success.



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Our team building approach is based on a philosophy of 'responsibility centered leadership' that asks each member to take responsibility for being aware of themselves and their impacts on the team.

I'll help you design a personalized approach to responsibility centered leadership and build interventions that will play to the strengths of your team members and overcome their challenges.

Team building packages include a comprehensive Insights Discovery Assessment that will include both individual and team reports, a 2-hour pre-planning session, half-day to multiple day trainings, and monthly follow up for 6 months.

Creating Second Order Change

With Systemic Strategic Planning



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Planning does not occur in a vacuum. Change in one part of a system has ripple effects across the whole. understanding that the whole is greater than the sum of individual parts allows for planning in context and capitalizes on relationships across the system.

We'll explore feedback loops across your entire system and position you for positive growth or change.

Our strategic planning approach is systems based and founded on the premise that 'the whole is greater than the sum of the parts.' Changing one part of the system will have effects across the entire system.

I'll help you and your team engage in planning that positions you to take advantage of your strengths and position yourselves to take advantage of assets across the organization. Strategic planning packages are custom designed with you and may include a combination of on-site and off-site meetings.

Fun AND Functional

Organizational Development & Workplace Culture

We spend too much time in our places of work and developing our careers to not enjoy and maximize that time.

And not only that, our brains are 31% more productive when we're happy.

Particularly since Covid19, workplace wellbeing has become a differentiator in organizational development and success.



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One of my great passions is helping organizations incorporate mental wellness into their culture. Now, more than ever, we need to be mindful of our own and our employees' wellbeing. I am happy to customize a training that captures the mission and goals of your organization.

**Some of my favorites include:
'The Happiness Advantage at Work'
'Taking the Difficult Out of Difficult Conversations'
& 'Emotional Intelligence in the Workplace.'**

Mental Health Minis

Bringing Mental Wellness To Your Business

- Only 1/3 of employees are engaged in their work and workplace.
- Highly engaged employees are 87% less likely to leave their employer.
- Ninety-four percent of workers report feeling stress at work and almost a third say their stress level is high or unusually high.
- Stress and anxiety negatively impact 56% of employee workplace performance.

BUT

Employees with Emotionally Intelligent managers are 4 x's less likely to leave!



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Let's customize a Mental Health Mini Workshop for your organization to increase engagement and decrease the stress that your employees (and you!) are most likely experiencing. We can address how to recognize and manage stress and burnout. How to problem solve productively and how to increase engagement, emotional intelligence, and morale even in times of uncertainty.

Taking It Deeper

With a Coaching Intensive



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- Want to learn to lead your best life possible, but having a hard time fitting it into your busy schedule? Perhaps you are unsure of how to get it?
- Our uncovering your Limited Self Coaching Intensive may be just what you are looking for.
- You'll receive four, 4-hour sessions working one on one with me, followed by 10 monthly coaching calls.
- You will learn, at your own pace, how to achieve Leadership Mastery, and discover breakthroughs in your personal and professional development you never imagined.
- Recognize how your emotional reactions are ruling your decisions and learn how to shift.
- Listen more deeply to notice what could be behind the words people are not saying.
- Take more personal responsibility for your behavior and how you affect others instead of blaming them or becoming a victim.
- Resolve conflict more quickly—in hours instead of days or weeks.
- Understand other people's concerns and get curious about their perspective.
- Identify how you may unconsciously contribute to breakdowns in communication that make it difficult to connect with people.
- Change the way you handle stressful situations.
- Understand your "habits that hinder" and how they diminish your leadership influence.

Taking It (even) Deeper

With a Coaching Intensive II



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- **Discovering Your Core is the second exciting program in Design/Build/Leadership's Coaching Intensives focused on Leadership Development. This two half-day session builds on the self-awareness and life changing progress you made in the first Coaching Intensive, Identifying Your Limited Self.**
- **In these Discovering Your Core sessions, you learn to to identify the four parts of your Authentic Self, or your Core. The Core is that part of you at your best, helping others to be their best. It is the source of your creativity, purpose, and power.**

What kind of difference would it make to you, your company, your team, or your family if you could:

- **Engage the mental clarity and concentrated energy that leadership demands?**
- **Contribute to others in a way that inspires and motivates them?**
- **Manage your emotional upsets and reactions instead of being controlled by them?**
- **Assess, develop, and sustain your leadership competencies over time?**
- **Leverage your leadership to move people in a direction that increases bottom-line performance?**
- **Lead from a place of centered and connected influence?**