

Welcome to The Relational Edge

Leadership is personal—and relationships are everything.

At *The Relational Edge™*, I work with individuals and teams who want to build stronger relationships, communicate more effectively, and lead with greater clarity, confidence, and impact.

I partner with you to identify specific goals and customized pathways to reach them. Together, we turn insight into action—addressing immediate solutions while building long-term success strategies.

My Approach

Coaching with me is a collaborative, dynamic process.

You bring deep expertise in your life, work, and aspirations. I bring clinical insight into human and organizational development, and 25+ years of experience helping people and systems change.

I use a **systemic approach** to growth and change—recognizing that every part of your professional and personal life is interconnected. We'll explore the context, people, and relationships that shape your world, and strengthen how you relate, lead, and communicate within each.

Through our work, you will:

- Clarify your true goals—and separate them from the barriers holding you back.
- Differentiate between helpful and self-defeating approaches.
- Build a leadership brand and interpersonal style that authentically sets you apart.
- Turn your biggest obstacles into your greatest opportunities.

Why This is Different

While I am trained and licensed as a psychotherapist, coaching is not therapy. It's a proactive, goal-oriented partnership designed to minimize stress, maximize growth, and equip you to lead more effectively—with a deeper understanding of your own thoughts, emotions, and behaviors.

Through *The Relational Edge™*, you'll develop a relational strength that becomes a **true differentiator**—for you as a leader, and for your organization as a whole.

This isn't "soft skills" work. It's your leadership advantage.

Your Leadership, Your Culture, Your Edge

At *The Relational Edge™*, leadership development and organizational growth are built around one simple truth: relationships drive results.

Whether you're strengthening your own leadership, building a stronger team, or shaping a healthier culture, my offerings are designed to turn insights into action—through a blend of clinical expertise, real-world strategy, and a human-centered approach.

Explore the ways we can work together to level up your leadership, your organization, and your impact.

1:1 Executive Coaching

Turning Insight Into Action

At *The Relational Edge™*, executive coaching isn't one-size-fits-all. It's a highly customized, systems-based partnership designed to turn your insights into powerful actions.

Through our work together, you will:

- Complete a 22-page **Insights Discovery Profile** to reveal your natural strengths and potential blind spots. (See Appendix for sample profile.)
- Gain practical tools for improving communication, adapting to different personalities, and strengthening relationships.
- Develop immediate solutions for today's challenges—and build a foundation for long-term success.
- Set tangible goals and stay accountable with regular in-person or virtual meetings.

You'll learn to work with yourself—not against yourself—to lead with clarity, authenticity, and impact.

Team Building

From Obstacles to Opportunities

Great teams aren't just built—they're *designed*.

Using a foundation of **responsibility-centered leadership**, I help teams maximize their strengths, improve communication, and turn relationship friction into growth opportunities.

With my team-building approach, you get:

- A full **Insights Discovery Assessment** with individual and team reports.
- A 2-hour pre-planning strategy session to tailor the work to your team's unique needs.
- Half-day to multi-day workshops that are practical, dynamic, and built for real impact.
- Six months of monthly follow-up to keep the momentum going.

The result? A team that's more aware, more connected, and way more effective.

Strategic Planning w/ Systems Focus

Creating Second-Order Change

Planning isn't just about setting goals—it's about seeing the full system you're working within. At *The Relational Edge™*, I guide leaders through strategic planning that acknowledges the ripple effects of change—and positions you to thrive.

Together, we will:

- Map out feedback loops and system-wide strengths.
- Identify how small changes in one area can drive major impact across the whole organization.
- Design strategic plans that are relationally intelligent, not just operationally efficient.
- Blend on-site and off-site sessions based on your needs.

Plan with the system in mind—and unlock growth that's sustainable, not superficial.

Organizational Culture & Workplace Wellness

Both Functional AND Fun

A healthy culture isn't a luxury—it's a competitive advantage.

At *The Relational Edge™*, I help organizations weave mental wellbeing, relational strength, and emotional intelligence into their cultural DNA.

Custom offerings include:

- **“The Happiness Advantage at Work”** — How positive brains create better business outcomes.
- **“Taking the Difficult Out of Difficult Conversations”** — Practical strategies for clear, confident communication.
- **“Emotional Intelligence in the Workplace”** — Tools for building resilience, empathy, and leadership strength.

When people thrive, organizations thrive. Let's build a culture where success—and satisfaction—go hand in hand.

Ready to Get Started?

You are your greatest asset.

I can't wait to work with you—and help you level up your leadership by leveling up your relationships.

Call today for a complimentary consultation.



The Relational Edge

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Appendix

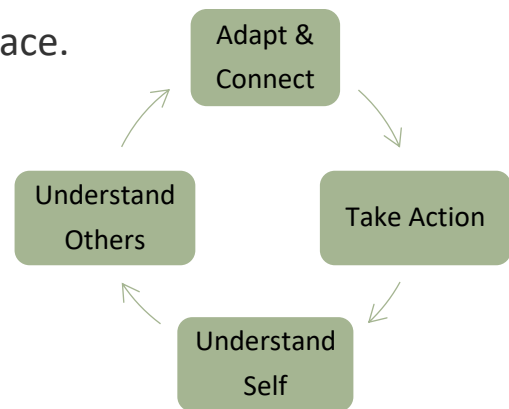
Insights[®] Discovery

Insight + Action = (second order) Change

Insights Discovery is built to help people understand themselves, understand others, and make the most of the relationships that affect them in the workplace.

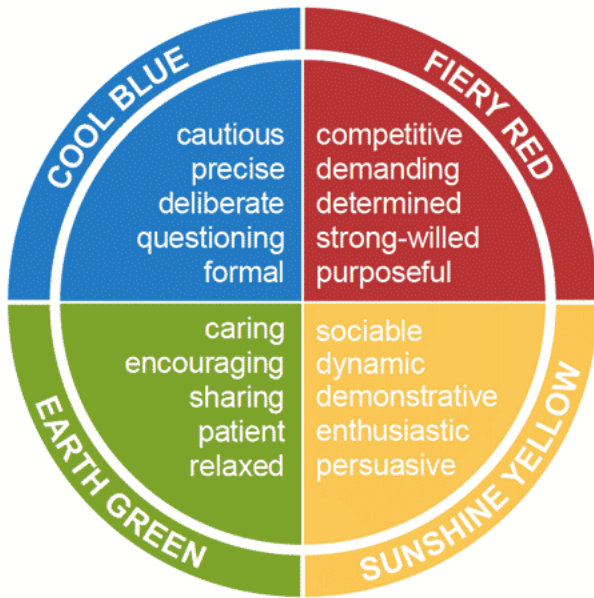
THE INSIGHTS DISCOVERY PROFILE PROVIDES UNDERSTANDING OF:

- Your unique ways of thinking and interacting
- Your strengths and weaknesses
- Your value to your team (s)
- Effective communication with your style of interaction
- Barriers to effective communication with you
- Your possible blind spots
- Your opposite type and ways to communicate with that style
- Suggestions for development – ways to access more of your energies
- Creating an ideal work environment
- How to manage and motivate you
- Your management style (how you motivate and manage others)



This comprehensive report doesn't stop with 'just' providing an individualized assessment that is uniquely reflective of your preferences and style. We will use understandings from the Insights Discovery Profile to generate **second order change** within yourself and across your organization. You'll also find benefits that apply to your personal relationships and community as well.

Individual Coaching. Leadership Development. Team Workshops. Strengthening Relationships.



Our Energies on a GOOD Day

We all have a unique mix of four different color energies that explain ways that we behave and think. Based on Carl Jung’s psychology, the Insights Discovery color model depicts our preferences for:

Orienting ourselves to the world

Intraversion-----Extraversion

Decision making

Thinking-----Feeling

Taking in information

Using our Senses-----Using our Intuition

Our personalities are made up of a blend of all the energies, but our unique combination makes us who we are. No two profiles will ever be identical. And while we can access resources from all the energies, we typically lead with a dominant type. Gaining insight into our preferences and understanding what they (we!) look like on GOOD Days and BAD Days, gives us more flexibility and more choices to access our fuller profile based on circumstances and need, versus reaction.

Understanding ourselves, understanding how we are perceived by others, and understanding how we interact with others and with the world around us are critical to making personal and professional breakthroughs. These kinds of insights coupled with effective actions help us create systemic, or **second order change**.

Second Order Change is not doing more of the same, differently. It goes beyond surface-level adjustments to reflect on and make appropriate changes to our mindsets, practices, and organizational culture. Second Order Change involves identifying core beliefs and values and aligning our actions to reflect and live them. Second Order Change is characterized by the practice of **Responsibility Centered Relationships**. Each member of the team taking responsibility for themselves, for awareness of others, and the importance of developing healthy connections.



Our Energies on a BAD Day

Insights Discovery allows us to understand ourselves, understand others, and create a common language for working together in ways that make game changing **Breakthroughs**.

Understand – Adapt - Connect

Insights Discovery Investment Options

SMALL TEAMS/INDIVIDUAL COACHING 1-3 PEOPLE

\$595/person

Includes:

- 21-page Insights Discovery Profile for each participant
- 2- hour debrief and customized development consultation
- Learning manual
- Specific goal and strategy development for applying your learning within the next 30 days
- Monthly 30-minute check-ins for 6 months
- Monthly email touch base for 6 months

TEAM BUILDING/GROUP CONSULTATIONS 4-20+ PEOPLE

\$195/person for Insights
Discovery profile and materials
+ Facilitation Fee

\$3500 (+ travel for in-person)

Includes:

- Two-hour pre-planning consultation
- Half-day (up to 6 hours) personalized training
- 21-page Insights Discovery Profile for each participant
- Learning manuals
- Specific goal and strategy development for applying your learning within the next 30 days
- 30 & 60 day follow ups (45-minute virtual check ins)
- Monthly email touch base for 6 months

Ready to get started?
Let's Level UP Your Leadership
Contact Jill Thorngren @406.599.4623
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TEAM BUILDING
STRATEGIC PLANNING
ORGANIZATIONAL CULTURE INITIATIVES

We can also custom design a retreat, workshop, or team building activity that meets the current needs of your organization. From hour long Mental Health in the Workplace lunch seminars to multiple day offsites, we can develop a program that works for you and your team(s).

Potential Topics Include:

- Emotional Intelligence in the Workplace
- Leading with Emotional Courage (based on Peter Bregman's work)
- Taking the Difficult out of Difficult Conversations
- Self-Aware Leadership
- Dysfunctions in a Team (based on Patrick Lencioni's work)
- The 6 Types of Working Geniuses (based on Patrick Lencioni's work)
- The Neuroscience of Workplace Stress

These are a few readymade topics, and I look forward to developing more with the success of your organization in mind. Costs will vary based on the length and complexity of your program. Let's talk about what would help you most.

Ready to get started?
Let's Level UP Your Leadership
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If you're interested in doing a deep dive into the beliefs and behaviors that hold you back, I'd love to do a coaching intensive with you. You'll come away with a much greater sense of yourself and your leadership. These intensives are truly life changing. I'd love to talk more about helping you overcome your **Limited Self** and lead with your **Core Self**.

COACHING INTENSIVE I IDENTIFYING YOUR LIMITED SELF

\$5800/person

This is an individualized leadership development retreat customized for you. The focus is you and your effectiveness, identifying your habits that hinder so you can begin utilizing what works best for you. You will learn, at your own pace, how to achieve Leadership Mastery, and discover breakthroughs in your personal and professional development you never thought possible.

Includes:

- 21-page Insights Discovery Profile
- Three 4-hour sessions working one on one with me, followed by 8 monthly coaching calls.
- Calls will reinforce what you learned, application of your insights, and customized support for use of the tools and practices.
- You will identify and replace your **Limiting Beliefs, Hidden Fears, and Ineffective Coping Competencies**.

I provide a balance of exploring and learning with time to process between each session. It's interval training at its best, allowing for integration.

COACHING INTENSIVE II LEADING FROM YOUR CORE \$3500/person

Discovering Your Core is the second exciting program in the Design | Build | Leadership coaching intensive engagements focused on Leadership Development.

In this intensive, you learn 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**, helping you connect to your natural instincts of focus, collaboration, and inspiration. By creating a clear image of you at your most powerful and grounded self, you create a bridge to move out of your **Limited Self** and towards your **Core** in times of stress and pressure.

Includes:

- Two half-day sessions working one on one with me, followed by 6 monthly coaching calls.
- A review of your Limited Self and how you have been able to shift out of it after identifying it.
- Defining and applying your **Core Self** to leadership development.
- Increasing your Emotional Intelligence.
- Identify your own Enemies of Learning.
- Develop a plan that sets up your life to sustain your learning.



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