



*At TLS, we ask leaders to consider the following question:
“How are you BEING, while you are DOING?”*

The purpose of this question is to ensure that we are thinking about supporting leaders holistically, focusing on self-awareness while developing specific leadership skills and effective behaviors. Through experiential training and applied learning approaches, each TLS session includes key concepts, essential principles and opportunity for practice. Upon completion of a session, participants will be able to immediately apply the skills learned in their current role / area of responsibility.

The lists below represents some of the most popular categories and topics requested by organizations:

Wellbeing & Staff-Care

- * Becoming Your Best Self: Strategies for Creating a High-Energy Life
- * Creating Balance within Your ‘New Normal’
- * Finding Calm in the Chaos: Decreasing Stress through Mindfulness
- * Managing COVID-Fatigue with Essential Care
- * Moving Forward During Times of Uncertainty
- * Navigating Change & Building Resilience through Self-Care
- * Reducing the Impact of Trauma Exposure & Cultivating Personal Resilience
- * Recognizing and Addressing Burnout
- * Supporting Grief & Loss with Empathy & Compassion
- * The Role of Staff-Care in Effective Leadership

Leadership & Team Development

- * Being a ‘Coach-like’ Leader: Practice Asking More & Telling Less
- * Communicate Don’t Alienate
- * Creating a Culture of Accountability
- * Emotional Intelligence: Leading with Your Head and Your Heart
- * Healthy Approaches to Managing Conflict
- * Leadership 101: Building Essential Leadership Skills
- * Managing Challenging Feelings & Cultivating Courageous Conversations
- * Managing & Motivating Remote Teams
- * Navigating Healthy Boundaries
- * Recognizing & Addressing Imposter Syndrome
- * The Power of Strengthening Team Trust

Group Coaching Programs

- * The Women’s Leadership Experience™
- * The Leadership Forum™

Our focus at TLS is to ensure that all coaching and teambuilding experiences support leaders and staff as they create a highly engaging culture and effective teams.

Through the TLS coaching lens of “being” and “doing”, these services are designed to engage adult learners in a variety of ways and provide strategies for ongoing practical application.

Executive Team Alignment: Sessions are designed to support executive teams who wish to create a shared vision and promote alignment among all team members. Usually delivered in a 2-3 hour sessions, TLS can support established teams as well as teams who are welcoming new members. This process may also be helpful for teams who are focusing on significant culture change and/or managing through a merger or acquisition.

Leadership / Team Development: Using a ‘being’ and ‘doing’ framework, which encourages self-awareness as well as taking action, these sessions support the development of key skills that are essential for effective leaders and teams. TLS customizes these experiences, in terms of topic and duration, based on the specific needs and desired outcomes of the organization / team. (See list of most requested topics on reverse).

Managing Change / Addressing Culture: It is often said that “change is the most consistent thing found in organizations.” As organizations navigate change, TLS partners with leaders to better understand how the change is being experienced – and how this change may be impacting the organization’s culture. Action planning may include supporting multiple levels of the organization in a variety of ways.

Board Development: TLS works with new or established Boards as they explore their roles and responsibilities to the organization. Support may be provided to identify essential skills to be developed among members, as well as challenges that may be affecting progress. A specific Board action plan is often created in service of forwarding the mission of the organization.

Team Results Roadmap™: TLS utilizes this highly experiential process to deliver transformational team alignment. This full-day (or two half-day) experience engages the team to specify a desired result/outcome and explore patterns of thinking, behaviors, and habits that lead to (or detract from) peak performance. Teams will develop a critical path to success designed to support sustainable change.

Leadership / Staff Retreats: Using a ‘deep-dive’ approach, leaders have the opportunity to define the culture they wish to create, establish a shared vision, and promote alignment among all members. TLS can provide all support for these sessions, including logistical planning and group coaching / facilitation.

Individual Coaching: Coaching may be helpful for any member of the organization (leadership team to front-line staff) when navigating change of any kind or in supporting the application of new learning in the workplace. It supports the creation of strategies and actions that can mitigate anxiety stress and places focus on effective actions and outcomes.

Customization: TLS is constantly responding to the needs of organizations and offers customized programming as requested.