



# THRIVE

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## Leadership Development Program

**Dates:** October 22-23, 2019 & November 19-20, 2019

**Location:** Burlington, VT



# OVERVIEW

## Are you ready to THRIVE?

**Thrive is designed to provide leaders with the tools needed to inspire their team and organization today, and into the future.**

The degree to which you will experience personal change in your leadership is entirely up to you, but we recognize that in today's business environment, if you're not developing, you're dying.

Successful organizations not only hire successful employees, they also grow them into great leaders. When businesses invest in the leadership development of their employees, it pays off in engagement, productivity, and personal feelings of success. With an aging workforce,

businesses are forced to face the questions of succession planning and knowledge transfer. The next generation of leaders is in need of developing the skills to become



**83% of organizations say it is important to develop leaders at all levels, but only 5% have fully implemented development at all levels**



effective leaders capable of inspiring others. So, the question is, why are you not investing in the development of your leaders?

## HOW CAN THE PROGRAM HELP MY PROFESSIONAL DEVELOPMENT?

Talented professionals are frequently promoted into leadership positions based upon their expertise and performance, but many soon discover their past experience has not adequately prepared them for the expanded demands and broad set of skills necessary to successfully address the challenges of managing and motivating employees. Thrive helps individuals identify and clarify their leadership challenges, create a plan for improvement and strengthen their ability to get results that matter.



## EXPERIENCE AND IMPACT

THRIVE maintains a small faculty to participant ratio to ensure personalized attention. The customized content provides the latest in industry best practices in business leadership development.

THRIVE is PERSONAL, INTENSIVE, and HANDS-ON. This four day program, offered in two 2-day sessions, includes a 30 day “Intra-Session” period. The intra-session component enables enhanced real-world experience in the setting that matters the most, your organization.

Development methods include exercises, lectures, skill-practice sessions, readings, self-study, reflection, dialogue forums, and intra-session assignments. We

pride ourselves on structuring the content based on responding to participants’ interests, however, we also maintain a set of ANCHOR TOPICS in the curriculum including:

### **SELF**

WorkPlace Big 5 Assessment  
Emotional Intelligence  
1:1 Coaching

### **TEAM**

Leading Difficult Conversations  
Feedback and Accountability

### **ORGANIZATION**

Influence and Impact  
Leading through Change

## THE GOALS OF THE PROGRAM ARE, BUT NOT LIMITED TO:

Understanding the role of leadership in organizational success

Developing greater self-awareness and competence in use-of-self as an instrument of change

Increasing ability to recognize and manage emotions

Learning how to develop a high performing team

Creating new strategies using influence to deal with workplace situations

Gaining a deeper understanding of conflict styles and resolution techniques

Recognizing your own learning styles, strengths and challenges to create a personal learning plan



## PARTICIPANT PROFILE

This program is open to leaders who are ready for their next professional and personal growth experience. Our intent is to create a community that learns from each other during and after the program. A typical participant would have at least 3 direct reports and would be in the early to middle stages of their leadership journey.

### What is the difference between training and development?

Training is a short term, tactical effort of teaching a specific task or transferring knowledge. Training addresses today's immediate business needs. Development is the progressive growth of acquiring and mastering a set of skills. Development is a long term, strategic effort focused on

tomorrow's business results. THRIVE is a leadership development program. Both training and development are necessary in the growth of a leader.



**Organizations that extend development of high-potential talent below senior levels are 4.2 times more likely to financially outperform those that don't**



## HOW CAN I LEARN MORE AND REGISTER?

**To speak with someone immediately, register by phone or learn about customized options, contact us:**

Tess Weinisch  
802.598.3615  
Tess@TBW-Consulting.com

### **Cost**

\$3,500 per participant (inclusive of all materials, assessments, meals)

### **Tuition Assistance**

50% discount for eligible businesses

*The Vermont Training Program offers business grants where you could potentially save 50% off tuition if eligible. Please contact Tess if you qualify and would like to learn more about your options.*

### **Dates**

October 22-23, 2019  
November 19-20, 2019

### **Location**

Burlington, VT

# INSTRUCTORS



**Tess Weinisch** has extensive experience in the space of Organization Development, Coaching, Change Management, Design Thinking, Leadership Development, and Talent Management. She has worked globally and recently completed a two-year Gestalt based program giving her additional experience working with clients in Amsterdam, Budapest, South Africa, Italy and Singapore. She most recently worked internally for a large tech company where she supported over 250 Vice Presidents and was accountable for business unit integration, delivery and monitoring of all organization development and change management services to the organization. She designed and facilitated customized programs to increase organizational

efficiency, productivity, and supported business unit profitability. She also advised and designed interventions about impacts resulting from whole organization changes (leadership changes, rapid growth, downsizing). Tess manages her own consulting business, TBW Consulting, with clients all over the world. She lives in Burlington, VT with her husband, son, and daughter and enjoys being outside, traveling and being with her family.

#### Contact:

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**Harold Hill** is an Organization Development (OD) consultant and Leadership Development (LD) facilitator and

coach, with the passion and expertise in enabling organizations, teams and leaders to improve their effectiveness and increase their capacity. With over 20 years of relevant LD, coaching, cultural alignment, OD and change management experience, Harold's clients range across many professional services including retail, health care, technology, hospitality, financial services, insurance, entertainment, government and utility. Clients include The Walt Disney Company, University of Miami, Zebra Technology, Merrill Lynch, Cox Automotive, Disney Institute, Bank of America, Nuclear Regulatory Commission, Comcast, Janssen Pharmaceutical, FLEX, University of Vermont Medical Center, Chemours Chemicals and University of Texas A&M among others.

Harold was a Senior Consultant with North Highland Consulting and prior to that he was an OD manager with Walt Disney Parks & Resorts (WDP&R) in Orlando, Florida for nearly 10 years.

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