



LEADERSHIP & DEVELOPMENT SERVICES

Our intention with our TC&A services catalog is to provide you with a comprehensive understanding of our coaching and consulting process. From leadership and development program creation, executive coaching, team building, and more, we encourage you to review this with an open mind of creating what is possible for your organization. May you always feel inspired to dream of more for you and your team's leadership.



LEADERSHIP & DEVELOPMENT PROGRAM CREATION

It is a privilege to support Leadership & Development programs in business. We value your trust and the opportunity to partner and work with you to CREATE an amazing and sustainable program for you, your teams and organization.

WE WILL:

Customize our approach on behalf of building your organization's leadership and development program.

Partner, coach and collaborate with you to build a program that supports individuals, teams and organizational culture to thrive and be sustainable.

Provide TC&A proven tools and resources that support further motivation, purpose and success.

Curate directly to the needs of your organization from our expansive list of resources - including assessments, books and seminars.

Consult and partner with you, to empower your leadership, teams and organization to reach the highest levels of potential and best of outcomes.



Sample:

LEADERSHIP & DEVELOPMENT PROGRAM CREATION

“Excellence is never an accident. It is always the result of high intention, sincere effort, and intelligent execution; it represents the wise choice of many alternatives – choice, not chance, determines your destiny.”
-ARISTOTLE / *The Leadership Blueprint*

QUARTERLY SEMINARS AND LEADERSHIP COACHING DETAILS FOR ONE YEAR

INTERACTIVE SEMINAR FOCUS:

#1 - Leadership Blueprint

Leading from the Core of Who You Are – Your CHARACTER

#2 - Leadership Blueprint

Leading Yourself and Others with COMPETENT Communication

#3 - Leadership Blueprint

Leading with CONSISTENCY and CREATING Strong Relationship Strategies

#4 - Leadership Blueprint – Leading Yourself and Others with CONFIDENCE

ALL INTERACTIVE SEMINARS INCLUDE THE FOLLOWING HIGHLIGHTS:

- Learning Focus on Topic
- Exercises
- Assessments
- Resources

ALL 1- HOUR LEADERSHIP COACHING MEETINGS PER MONTH INCLUDE:

- Follow-up Learning from the Leadership Seminar
- Review Exercises
- Review of Assessments
- Situational Topics to be discussed

Our purpose is to give every individual the highest quality of learning, in order for them to be empowered and confident in their leadership/management styles.

Our goal is to provide tools and resources that are consistent in building the qualities that leaders and managers need, in order to reach the desired outcomes on behalf of organizational vision and goals. We value the collaboration with the Executive Leadership Team, HR and other Leadership to provide the highest quality of Leadership Development for your organization.

**Employee's experience EXCELLENT OUTCOMES following the
TC&A LEADERSHIP COACHING PROCESS**
when team members and individuals are engaged in:



HOW CAN WE BE OF SERVICE TO YOU?

We take individuals and teams on a journey towards being better communicators, problem solvers and team players.



1:1 or Triangle Coaching

Intention + Understanding = Freedom

Everything changes when you lead with your best intentions. We are here for business leaders to have a better understanding of their mindset, which influences their outcomes. We have a proven process to support the evolution of your leadership.

Team Building

Awareness + Communication = Positive Outcomes

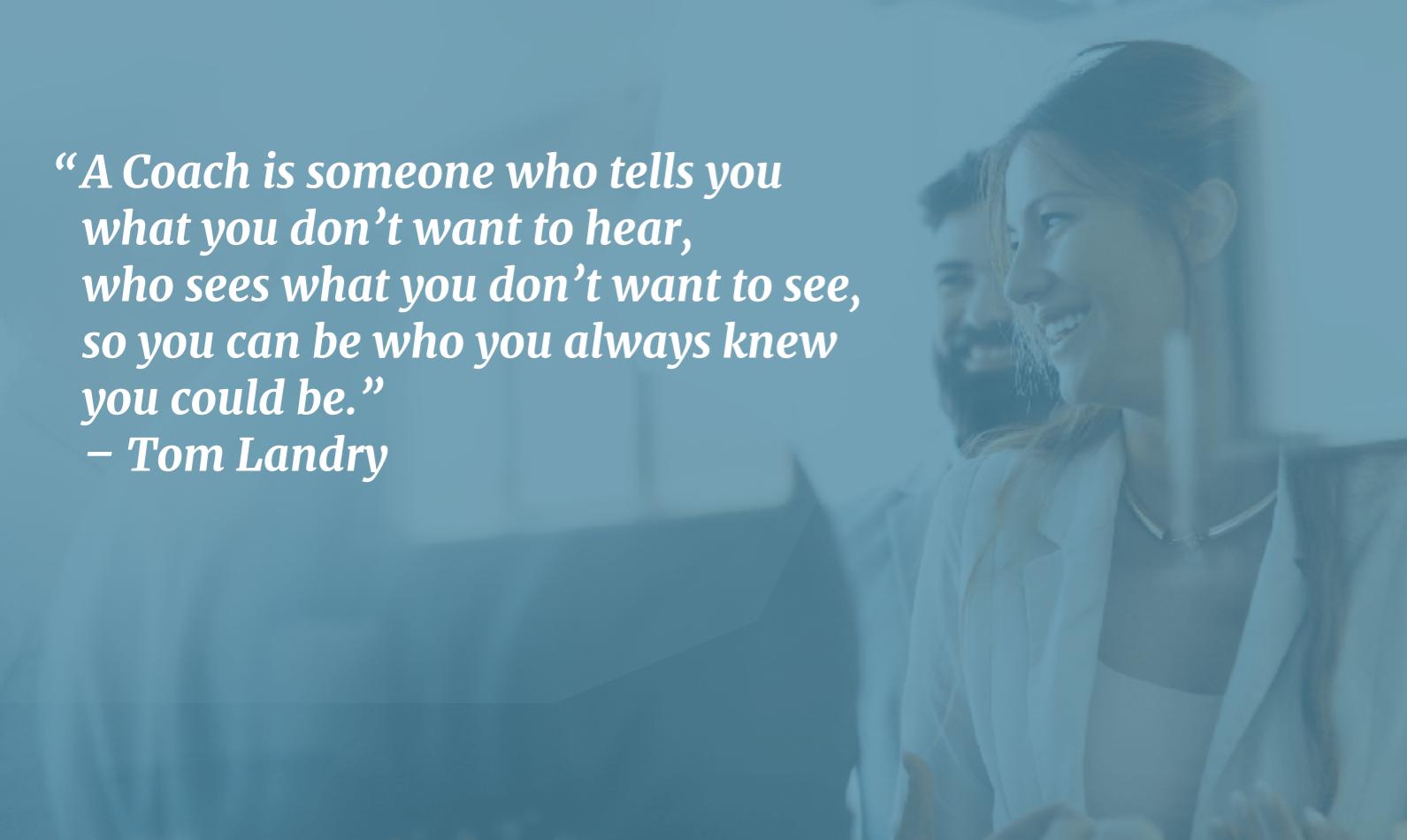
This is done in a seminar + workshop format. New learning is introduced and actionable strategies are created within the team. Teams are then confident, clear with their direction to reach their goals and equipped with new leadership skills.



Team Retreats

Connection + Action = Optimal Results

We can plan your entire retreat, lead a portion of it, or simply supply you with content and resources for you to lead your own retreat. Teams are given the opportunity to learn, have fun and leave inspired together as a team.



“A Coach is someone who tells you what you don’t want to hear, who sees what you don’t want to see, so you can be who you always knew you could be.”

– Tom Landry

“Employees THRIVE when they feel known, appreciated and valued.”

– The Engagement Blueprint

LEADERSHIP COACHING

provides every LEADER/EMPLOYEE an opportunity to LEAD themselves...FIRST and to LEAD themselves well with tools and resources that will:

MOTIVATE themselves and their employees to do their **BEST** with a positive **MINDSET** and **ENERGY**.

COMMUNICATE with their best intent and with clarity to create greater **UNDERSTANDING**.

Support strong and decisive **DECISION-MAKING** on behalf of what is best for the organization and their teams.

To prioritize **ORGANIZATION** and **STRATEGY** to accomplish individual, team and company **GOALS**.

THE TC&A LEADERSHIP COACHING PROCESS

LEADERSHIP GROWTH

The Engagement Blueprint exercises are experienced in a one-on-one leadership coaching meeting or within a group learning, growth and development leadership coaching meeting. This is the foundational starting place for Leadership Coaching.

LEADERSHIP MINDSET

The Myers/Briggs Personality Preference Assessment is experienced in a one-on-one leadership coaching meeting or within a group learning experience. It provides personal and team understanding of a mindset that values collaboration when working with others.

LEADERSHIP COMMUNICATION

A working culture that strengthens trust with one another and within a team that builds stronger communication. All teams are encouraged to go through the Communication Model, Creating Team Strategy and Team Building with the Myers/Briggs Personality Preference Assessment.

LEADERSHIP ALIGNMENT

An ability to give positive and constructive feedback, which creates further alignment in projects, tasks and goals. Reading and learning together as a team supports positive communication, greater understanding of team members and stronger trustworthy relationships.

LEADERSHIP CONFIDENCE

A greater confidence in communicating and addressing challenges and decision-making with others. The teams who engage in this level of dialogue are more confident in who they are as a team and what they can accomplish together.

LEADERSHIP INTENTION

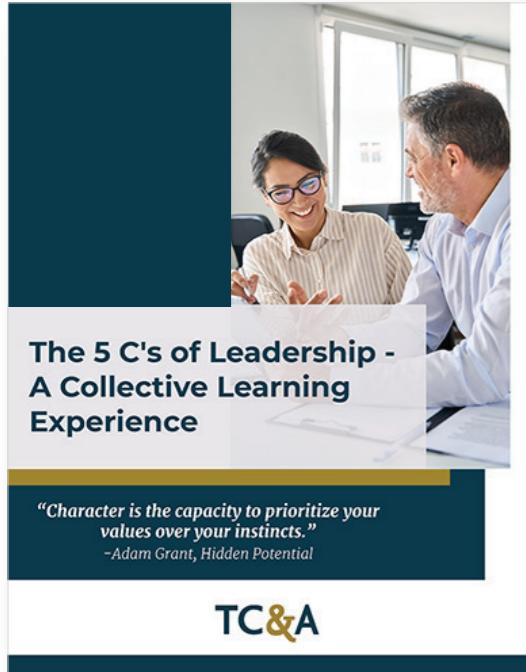
An intentional training for employees will create a positive understanding of roles and responsibilities.

LEADERSHIP SUCCESS

A practice for greater collaboration will create a “win-win” and success for the company’s culture and profit margins.

SEMINAR TOPICS

HOW TO BUILD CONFIDENCE AS A TEAM:



The 5 C's of Leadership - A Collective Learning Experience

"Character is the capacity to prioritize your values over your instincts."
-Adam Grant, Hidden Potential

TC&A

The 5 C's of Leadership

Identifying strengths and areas of improvement with a focus on Character, Competence, Consistency, Creativity and Confidence.

Leadership Story

Learning to connect with self & others when communicating, creating new habits and building confidence within roles and responsibilities.

Company Culture

Identifying the core values of your company and creating a strategy to implement them throughout the teams to provide sustainable success.

Magnify Your Potential

The Importance of Knowing Yourself and Leading Yourself.

Leadership Exchange

Creating and Building Your Leadership Style.

Your Journey to Confidence

Building Success in Business and Life Through What You Value and Your Expertise.

Great Start to the New Year

Reflecting on the strengths of the team and what went really well throughout the year. Reflecting on where to focus in the areas that could have been better and making positive decisions for the New Year.



SEMINAR TOPICS

HOW TO BUILD COMPETENCE AS A TEAM:



Growth vs. Fixed Mindset

Expanding a growth mindset and identifying where a fixed mindset is holding the team back.

Growth & Motivated Mindset

Staying open minded, working through the challenges and being motivated to succeed.

Growth Mindset with Marginal Gains

Improve in every aspect of work and life by focusing on 1% marginal gains – impactful with lasting results including the SWOT Analysis.

Growth Mindset with Core Values

A focus on identifying 4 Cornerstones that bring value and meaning to the life you live and the work you do.

Growth Mindset with SWOT Analysis

Reflecting on strengths of the team and possible gaps that are holding the team back. Along with identifying the team opportunities for greater success and knowing the threats that will impede success.

SEMINAR TOPICS

HOW TO BUILD CONSISTENCY AS A TEAM:

Aligned Communication

Choosing to commit to healthy and respectful communication.

Communication Matters

The way you think and communicate with others matters.

Healthy Communication

A Commitment to Creating Healthy Communication.

Energy Management

Learning to manage your energy internally, in order to externally work well with others.

Personal & Professional Style

Utilizing your preferences as a leader to benefit the team and organization.

Attitude of Gratitude

Leading your life with a foundation of gratitude.

SEMINAR TOPICS

BUILDING YOUR TEAM RELATIONSHIPS WITH ASSESSMENTS:

Emotional Intelligence:

Emotional Intelligence (EIQ) assessment and team learning (self-recognition, self-management, social recognition & and social management).

Myers/Briggs Assessment

MBTI Assessment for team learning and understanding (how one gains energy, processes information, makes decisions and structures life and work).

Thomas Killman Conflict Handling Mode

TKI Assessment for team learning and understanding ways of managing conflict and challenges (competing, collaborating, compromising, avoiding and accommodating).

BUILDING YOUR TEAM'S COLLECTIVE LEARNING THROUGH BOOK LEARNING & EXERCISES:

Just Listen by Mark Goulston

– Learning the art of listening to others

The 15 Commitments of Conscious Leadership by Jim Dethmer, Diana Chapman & Kaley Warner Klemp

– Identifying the strengths of a team player

The Five Dysfunctions of A Team by Patrick Lencioni

– Building trust within your team

Leadership & Self-Deception by The Arbinger Institute

– Treating people as people

Crucial Conversations

– Tools for Talking When The Stakes Are High by Joseph Grenny, Kerry Patterson, Ron McMillan, Al Switzler and Emily Gregory

And...more



THE ENGAGEMENT BLUEPRINT

This 7 session team coaching experience will transform the connection and efficacy of your team working together. It is available for TC&A to be your coaches or you can purchase, customize for your team, and guide them through on your own.



WHAT THIS IN-DEPTH TRAINING PROVIDES

1. GROWTH

A one-on-one or group learning, growth and development experience.

2. MINDSET

A personal and team understanding of a mindset that values collaboration.

3. COMMUNICATION

A working culture that strengthens trust with one another and within a team that builds stronger communication.

4. ALIGNMENT

An ability to give positive and constructive feedback will create further alignment in projects, tasks and goals.

5. CONFIDENCE

A greater confidence in communicating and addressing challenges and decision-making with others.

6. INTENTIONAL

An intentional training for on-boarding will create a positive understanding of roles and responsibilities.

7. SUCCESS

A practice for greater collaboration will create a "win-win" and success for the company's culture and profit margins.

Consulting

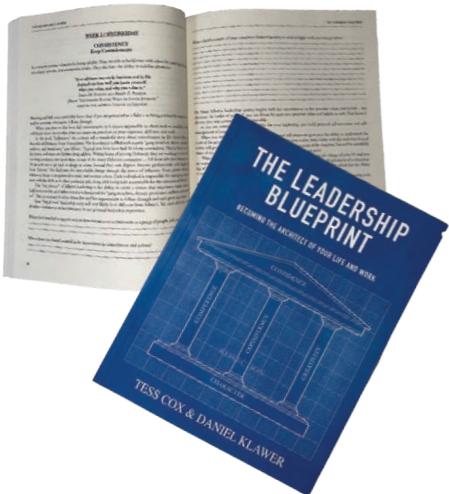
With over 50 years of combined experience in building, leading and managing organizations; we have an intuitive ability to connect with individuals, teams and Executive Leadership, to lead and coach them to reach the highest potential within their own leadership style and skills to:

- Manage and motivate teams effectively
- Build communication and problem solving skills
- Strengthen decision-making
- Support tasks, goals and projects for greater results
- Overcome the biggest challenges
- Manage conflict
- Strategize for the present and future of the organization
- Experience the best of outcomes with a mutual purpose



CLIENTS SERVED

TC&A PRODUCTS



The Leadership Blueprint

Your transformational change will be supported by "becoming the architect of your life and work". Learn how Character, Competency, Consistency, Creativity and Confidence can support your leadership to thrive.



Available on Amazon

A Deeply Rooted Journal For You

Research shows that putting pen to paper encourages more virtuous decisions. – Harvard Business Review

We've designed our Deeply Rooted Journal for you to become a better leader of yourself first, and then your teams.

Available on Amazon



WINTRUST
MORTGAGE

WE THE PEOPLE

STRAND

single
mothers
outreach

SHE IS WORTHY

SEEDS BY DESIGN

RE/MAX®

PHILIPS

PEARCE
SERVICES

HUMBOLDT
BROTHERS

THE
Hollywood
Roosevelt

Mission

GENERATION
GROWERS
ESTABLISHED 1956 N. CALIFORNIA

THE FAMILY
STRONG
BLUEPRINT

FIND
YOUR
WHY

Curve
Connections
Connecting people with their vision

COASTAL VINEYARD
CARE ASSOCIATES

CITI HABITATS

Chino Valley
RANCHERS

AMERICAN AGCREDIT
MONEY FOR AGRICULTURE

AGRICULTURAL COUNCIL
OF CALIFORNIA

digital.ai

FEATURED IN



The Family Strong Blueprint

The Family Strong Blueprint provides tools for families to create healthy dialogue, in order to build deeper meaning and connection with one another. Lindsey's work with teens in schools and Tess's work with leaders in the business world have created the backdrop of their knowledge and experience of effective communication.



Available on Amazon

WE LEAD Magazine

THRIVE GLOBAL

Medium

VoyageLA

CLOSE-UP
Television & Radio

SAY YES
TO TRAVEL
WITH SARAH DANDASHY
PRESENTED BY MarketScale

FARM CREDIT
WEST

SHOUTOUT LA