

ORGANIZATIONAL DEVELOPMENT & LEADERSHIP

Training

by New Directions Counseling & Training, Ltd.



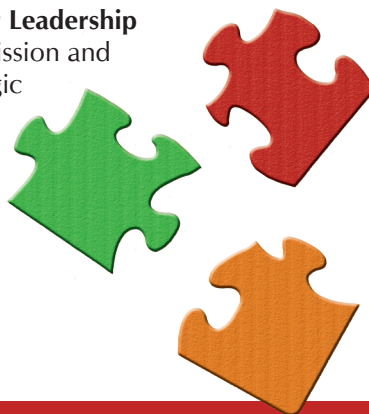
Our Services

- **Strength-Based Training, Team Building, and System Analysis** to assist organizations in transforming organizational life and in leveraging the tools and talents of their system
- **Executive Coaching** to assist individuals in reaching their personal potential and professional goals
- **Investigation and Mediation** of employment, discrimination and harassment complaints and other workplace conflicts

Training Modules

Using the Four Color View System and the Personality Color Indicator, New Directions offers three progressive levels of training that will teach your organization to use color and creativity to increase organizational leadership capacity and competency.

- **Self Awareness and Individual Leadership**
Identify, understand and capitalize on individual strengths, personality patterns, and internal motivators, while recognizing blindspots and challenges that become obstacles to success.
- **Relational Awareness and Strength Based Leadership**
Leverage the strengths and competencies of the organization by building effective teams that can communicate, collaborate and effectively manage conflict and change. Shift cultures of us/them toward integration and growth.
- **Whole System Awareness and Four Color Leadership**
Understand the organization's work, its mission and values, its human resources, and its strategic vision through the Four Color View System. Harness the creative power of the organization to address complexity, change and adaptation in the work environment and marketplace.



What People Are Saying

The work we did with the colors was critical in moving our staff forward in becoming a professional learning community. It gave staff insight into their own communication and problem-solving style, as well as their colleagues. It eliminated a great deal of miscommunication and actually opened up communication!

Nancy Stachel
Executive Director of
Elementary Education
St. Paul Public Schools

The color training gave staff here an opportunity to explore their own personality traits as well as to gain insights into how best to interact with others. The information was relevant and the activities were fun. I have never before had the level of unsolicited positive comments come my way from an inservice as were generated by Tracy's recent work on our behalf!

Dr. Greg Vandal
Superintendent
Sauk Rapids-Rice School District

Our office was buzzing with positive energy after the Color Personality System was presented. This information was easy to understand and implement for both our staff members and our supervisors. Tracy was incredible! Her high energy and information packed session was a big hit. I highly recommend it to any organization.

Bruce Thielman
Executive Director
St. Cloud Housing &
Redevelopment Authority



Tracy Flynn Bowe, M.A., J.D.

Tracy is a dynamic presenter and a skilled consultant, executive coach, and organizational trainer. With 20 years of experience as an employment lawyer, harassment and discrimination investigator, conflict and complaint mediator, counselor, and trainer, she uses her broad base of education and experience to analyze and clarify the issues and obstacles that interfere with the health and the success of an organization and its individual members.

Tracy's unique and varied experience base allows her to work with complex organizational systems using a strength-based, whole-person, and systems approach to change, conflict, collaboration, and organizational growth and development. She works with care and compassion to raise awareness, develop insight, and produce effective action strategies. Clients consistently report that her dynamic and authentic commitment to positive organizational change is instrumental in resolving obstacles and in moving forward in the achievement of organizational goals.

Representative Work

- Strength-based training, team building, and system analysis using a Four Color View and the Personality Color Indicator
- Executive coaching to assist clients in reaching their personal potential and professional goals
- Diagnosing conflict in workplace dynamics and creating strategies for addressing difficult working environments
- Investigation and mediation of employment, discrimination and harassment complaints and other workplace conflicts
- Consultation with organizational leaders on issues of discrimination and harassment policy, complaint management, and prevention strategies
- Training programs on harassment and discrimination for staff, supervisors and managers in a variety of settings
- Assisting family-owned businesses in understanding and clarifying the family and business dynamics of their organization

Education and Training

- B.A. in Psychology and Theology, College of St. Benedict
- J.D., University of Minnesota Law School
- M.A. in Counseling Psychology, University of St. Thomas
- Certified Master Trainer in Personality Assessment
- Mediation Training
- Diversity Training
- Leadership Training

Market Experience

- Universities and Colleges
- K-12 Education
- Health Care Systems and Law Firms
- Local Governmental Bodies
- Manufacturing, Business, Restaurant
- Religious orders and institutions
- Family Owned Businesses

New Directions Counseling & Training, Ltd.

New Directions Counseling & Training, Ltd., is committed to creating opportunities for organizational growth, transition and transformation. The professionals at New Directions work with organizations to create the conditions that allow for new and higher levels of functioning at the individual, group and organizational level. Our professionals use a strength based, whole person and systems approach to understand the obstacles to positive and integrated growth and development, and to identify the inherent strengths and unique capacities that can be leveraged to achieve individual and organizational goals.