



brave birds studio
LEARN TO FLY

Service Offerings

- Clarity and Cohesive Leadership Service Offering
 - Team Building Services
 - Business Coaching Services
 - Change Resiliency Training
- Communications Skills Training
 - Pro Bono Services



Clarity and Cohesive Leadership

Uncertainty results in fear and paralysis in organizations. Employees thrive on clarity and guidance from a unified leadership team. Strong leaders provide clarity which builds trust and morale, and organizations that have a high level of trust are more productive and innovative.

In partnership with Organizational Health Practitioner, Ayako Ohtake, Clarity and Cohesive Leadership will give leaders the tools to eliminate politics and confusion from the workplace. The result is higher productivity, morale soars and good employees stay. Based on best-selling author, Patrick Lencioni's 4 Disciplines, Ayako and Tracy offer facilitated sessions on the 4 Disciplines with their own stamp of teambuilding, coaching and storytelling.

The Advantage - 4 Disciplines*

Discipline 1: Build a Cohesive Leadership Team – Rooting out dysfunctions of a team and turning your leadership team into a functioning, cohesive unit.

Discipline 2: Create Clarity – Leadership needs to be crystal clear about its purpose and priorities. Alignment around the answers to six key questions creates clarity.

Discipline 3: Over-communicate Clarity – Once leadership has achieved Disciplines 1 and 2, over-communicate the messages to employees and entrench the clarity within the organization's culture.

Discipline 4: Reinforce Clarity – Reinforce clarity within the organization through different modes of communication, and your hiring and performance assessment practices.

*The Table Group, A Patrick Lencioni Company

Strong Teams Succeed

TEAM BUILDING SERVICES

Every organization must have strong teams in place in order to achieve goals and get the most out of every individual. Team building is a constant journey that requires leadership and action.

Tracy guides organizations of all sizes in building strong teams. Taking teams through practical, interactive workshops using her professional toolkit, Tracy helps companies recognize and respect individual strengths and differences – building an awareness that will drive toward personal and group achievement.

Brave Birds team building offerings are tailored to meet the specific needs of teams to create maximum outcomes.

Recommended for:

- newly formed teams
- teams on special assignment
- teams in need of a kick start

Note: Courses are offered in half-day sessions for groups under 10, and full day sessions for groups up to a maximum of 25.





From Aspiration to Inspiration

BUSINESS COACHING SERVICES

Clients who work with Tracy embark on a journey of self-discovery that will shape their personal and professional development.

Tracy guides clients from a place of aspiration to intention. To succeed, individuals must be vulnerable and open to growth. Tracy builds a space of trust and authenticity that allows her brave birds to find their inner passions and build internal and external strength. Tracy's dedication to personal mastery inspires her clients and helps to unleash a warrior who is powerful both inside and out.

Brave Birds coaching probes and agitates to build clients' self-awareness and empower clients to map the journey ahead and steer their own ship.

Recommended for:

- executives who think they have nothing left to learn
- professionals beginning their career
- the curious who want to know more about themselves

Note: Coaching is offered in person or by phone for half-hour or full-hour sessions. Coaching begins with an initial meeting where Brave Birds explains what coaching is and is not. A discovery process and individual agreement follows based on the unique needs of the client. All sessions are confidential. As a member of the International Coach Federation (ICF), Brave Birds abides by the organization's Code of Ethics.

Change Happens – And it's a good thing!

CHANGE RESILIENCY TRAINING

Change is hard, yet inevitable. And if your organization has recently gone through change or is about to embark on the journey, employees and teams will need support through the transition.

Tracy provides teams and individuals the tools they need to thrive through change by employing a combination of neuroscience and change management. Certified in the Prosci-methodology of change management, Tracy leads engaging workshops that help clients understand their physical discomfort when change occurs. She also offers survival tips based on five building blocks to successful change management.

Brave Birds change management workshops are offered to teams or individuals.

Recommended for:

- organizations involved in restructuring
- teams and individuals who find change difficult to manage
- executives and managers who want to lead their teams through transition

Note: Team offerings are provided in two-hour workshops and through customized team building sessions. Individuals can work with Coach Tracy to gain support through challenging times





Making Powerful Connections – Use your voice

COMMUNICATION SKILLS TRAINING

Open and transparent communication is key to helping teams function efficiently. Positive communications help to optimize performance and create a positive experience for individuals. Tracy helps teams communicate effectively, building trust, purpose and confidence in the individual and in the collective tasks.

Drawing on her extensive and diverse experiences as a professional communicator, Tracy challenges leaders to cultivate effective communication strategies and skills by understanding diversity and finding their authentic voice.

Brave Birds communication skills offerings are tailored to meet the specific challenges of client groups.

Recommended for:

- executives and managers
- team leads
- aspiring leaders

Note: Communications workshops are offered as half-day sessions for groups and are a perfect fit for Executive Teams, Managers and Supervisors, and will provide the skills necessary to improve purposeful and effective communication – strengthening teams, increasing productivity and improving client service.

With Much Gratitude - Giving Back

PRO BONO SERVICES

For more than two decades, Tracy's collaborations and friendships with Indigenous people have cultivated and inspired immense respect, strength and humility for the community. To honour these trusted relationships, a portion of Brave Bird's business practice will be provided without cost to indigenous people and organizations.

The service offerings will include any of the professional practices, and will be delivered in a manner that respects various cultural and spiritual elements.

Please contact Brave Birds Studio directly for more information.

