



# Capabilities Statement

## Workshops and Labs

*Providing the right learning experiences for your current and aspiring leaders to practice key tools and skills for effective people management, partnership, connection and teamwork.*

### • Leadership:

- o CLSE: Mind AND Heart
- o Step-Up to Leadership: Front Line Matters
- o The Enduring Leader™ Senior Level Executive Retreat
- o Dare to Lead: Bringing Courage to the Job<sup>+</sup>

### • Teams:

- o Daring Teams<sup>+</sup>
- o Team Advance

### • Women and Men at Work:

- o Rugged Individualists: Character Counts
- o Women Who Dare: Leading in Partnership<sup>+</sup>
- o Juggler's Dilemma: Our Messy, Amazing Lives<sup>+</sup>

*All of our programs are fully customizable for your needs.*

*+ Moe Carrick is a Certified Daring Way™ Facilitator. The Daring Way™ is a highly-experiential methodology based on the research of Brené Brown and was designed to help people learn how to show up, be seen, and live braver lives.*

## Purposeful Assessment

*Taking the time to collect formalized feedback from employees, analyze your own personal work style, or deconstruct and redesign your organizational structure can make all the difference.*

Our Tools Include:

- **360° Feedback for Leaders**  
Leadership Practices Inventory, Everything DiSC™, Caliper, Benchmarks, Skillscope
- **Self-awareness and development**  
Everything DiSC (Wiley), The Enneagram Personality System, The Hogan Assessment
- **Team Building and Tune-Ups**  
The Five Behaviors of a Cohesive Team™
- **Organizational Culture**  
The Denison Organizational Culture Survey

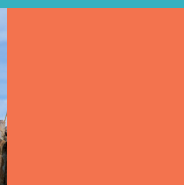
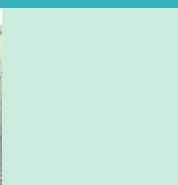
- **Organizational Design**  
Sonario Requisite Organizational Design
- **Onboarding, Hiring Accuracy, Talent Planning**  
Caliper Pre-Hire Assessment, The Hogan Assessment, Sonario, Halogen Performance Management

## Consulting/ Assessment Follow Up Services

*Assessment without meaningful interpretation can create confusion and frustration, rather than opportunity for growth and self-awareness. Our services ensure that your assessment process is meaningful, safe and effective, contributing to healthy individual, team or organizational learning.*

- **Culture survey rollouts**
- **360° assessment interpretive review session**  
(design, apply and implement)
- **Follow-up coaching**  
(for teams and individuals)
- **Onboarding design**
- **Unlock stuck teams, boards, groups, departments**  
(through pre- or post-assessment trust and commitment workshops)
- **Grow talent capacity and scalability**  
(through purposeful Management Development - succession planning, high potential programs design, systems for mentoring and internal coaching)
- **Organizational Strategies**  
(launch effective reporting and team structures for accountability at all levels, align strategy with structure, build trust through new strategies)
- **Facilitate family held business organizational design**  
(remediate family business dynamics)
- **Strategic planning consulting, advances and off-sites**

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## Impact Coaching

*Coaching is a partnership. Designed to unleash potential and reveal new opportunities.*

- **Coaching for Teams**  
Align objectives and mission, explore differences in work styles, focus on specific tools to raise performance, build trust and activate communication channels, understand the team's unique chemistry, and much more.
- **Coaching for Individuals**  
Enhance your own unique leadership talents, traits and perspective, while working on the core, universal traits that make leaders successful.

*We work with leaders of all levels, with those who have a passion for being their best self and courageously exploring what is next.*

## Adventurous Facilitation

*Our facilitated offerings deepen solidarity and alignment of individual leaders with one another, while creating a chance for strategic planning, deep dialogue, trust building and action for the future, rather than just a binder on the shelf.*

- **Retreats/ Advances**  
World-class executive "extreme" off-sites bringing groups of people together to build trust, partner across difference, enhance understanding and develop true team cohesion.  
*Ask us about our trip down the Salmon River or BMW 5-series racing experience!*
- **Large Group Facilitation**  
Known for our ability to put people at ease in the first 30 seconds, attendees rave about the "best ever" session at conferences, forums, summits and events.
- **Board Development**
  - o Educate board members on the role of non-profit boards
  - o Strategy planning
  - o Empathy: The Secret Weapon
  - o Coaching Executive Directors in board partnerships
- **Graphic Recording**  
Ideas, images, keywords and more captured in real time by a live artist during your meeting or event.

Original images (4'x6') are then compressed into digital

images for the participants to take away as tools for increased memory retention, enhanced brainstorming and lasting inspiration.

- **Equine Facilitated Learning**  
Many of our facilitated experiences can be delivered with an equine learning component. All work is done un-mounted (no riding!) with equine partners who teach us about connection, empathy, walking your talk and authenticity in leadership and partnership.

## Speaking

*We are always delighted to speak and facilitate on topics that matter to you. Known for energetic styles, personal stories, and capacity to engage everyone in the room, our team inspires energy, connection, deep thinking and motivation for audiences large and small.*

- **Formal, Large Group Presentations**  
(conferences, summits, events)
- **Emcee**
- **Favorite topics include:**
  - o Empathy: The Secret Weapon
  - o Women Who Dare
  - o Generations at Work
  - o Rugged Individualists
  - o Daring Teams
  - o Culture Matters

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