

Trove, Inc. Professional Development Process

T R O V E

INSIGHT. MINED AND APPLIED.

General Description of Process:

Training

Trove provides a curriculum-based approach to organizational development for ALL levels of your agency, institution, company or organization. Our vault of training modules and workshops has been developed over 20 years of organizational training and is fully designed with the adult learner in mind. Our team has carefully designed course modules that include visual, auditory, kinesthetic components. Also, our curriculum modules, many times, include some tracking back to the coaching programs and the leadership assessments we use. In other words, like a university approach, no module, coaching plan or off-site content is delivered in a vacuum, but, is carefully designed as a tapestry of interwoven concepts. Our clients appreciate this kind of matrix of learning and development. Some of the topics Trove, Inc. presents in training environments are:

- team work
- communication
- strategic listening
- decision-making
- visioning
- leadership and management
- high-performance meeting
- coaching as a management style
- project management and emotional intelligence
- project management essentials
- innovation and preferred futuring

Facilitation

Our consultant-coaches have studied the "art" of group facilitation and understand the dynamics of group process. We facilitate in many different scenarios, to assist the client with various objectives in the in-person and even virtual applications. Our coaches are skilled in group coaching, as well. This may include a GROUP ASSESSMENT that reveals behavioral differences or style differences. We use many instruments to facilitate for great discoveries in group processes and project design. Like our training, general group facilitation may include video, logic models, business theory models and designs, graphical depictions of thinking and work optimization models. Our team stays current on trends, business concept and theory and the newest innovation techniques available. We design facilitation modules for our clients' objectives and then design, in tandem with clients, a delivery formula.

Executive Coaching

Professional coaching has been proven to increase talent effectiveness and raise ROI to measurable success results. In a recent study, training alone improved leadership skills by 22%. When combined with Executive coaching, improvement jumps to 77%. Our coaching plans and programs, have proven effectiveness across all sectors of business and thoroughly across organizational size. We have had great successes in corporate, non-profit and religious institutions with our coaching programs. Our coaches are credentialed, educated, experienced and observant of the International Coaching Federation's (ICF) principles of conduct. Many of our coaches have worked internationally and each have a certain "secret spice" they add to the coaching conversations. Our bundled coaching programs have seen great success because we can price economically and help the organizational results emerge more quickly by coaching intact teams or departments at a discounted bundled price. This is effective, economical and easy to manage.



Sample Enterprise Professional Development Plan - 1-year Program

Coaching programs:

- Executive coaching (executive assessments, leadership core competencies, decision-making, meeting management, executive thinking - theory and concept)

- Management coaching (assessments, decision-making, planning, problem-solving, meeting management, delegation and general project management knowledge area)

- Millennials and High-Potentials (assessments, business fundamentals, communicating for clarity and impact, leadership and management core essentials, relationship management)

- Transition coaching (assessments, internal and external transition coaching plans, case discoveries, situational and cultural perceptions, general relationship management)

- Career coaching (assessments, resume development/improvement, personal branding, social media improvement and positioning, network coaching, presentation skills, communication power and relational strength coaching)

- Performance plan coaching (assessments, emergency improvement coaching, organizational imperative coaching and relational strength coaching)

- Intact team or group coaching (assessments, group facilitation with coaching, theme training mixed with coaching and visioning training-coaching)

1 TRACK 1 One-on-one Coaching Program

- *12 Monthly Sessions*

2 TRACK 2 Intact Team - Group Coaching Program

- *Monthly - Themed or Need-implied*
- *Quarterly*
- *End-of-year & Annual Kick-off*

3 TRACK 3 Intact Team - Group Training

- *Monthly - Themed or Need-implied*
- *Quarterly*
- *End-of-year & Annual Kick-off*

4 TRACK 4 Enterprise or Team Retreats - Off-Site Facilitation

- *Quarterly*
- *Bi-Annual*
- *Annual*
- (Themed with training modules)*