

LEADERS
STRATEGISTS
HUMAN RESOURCES
INTERNAL COACHES
CULTURE GROUPS



Contact Us
Today

Live & Virtual
Training
and Customized
Events

refine

ADVANCED DEVELOPMENT

REFLECT – REVEAL - REFINE

Old thinking patterns will not provide the acuity and pace we need for upcoming challenges in our world of volatility, uncertainty, complexity, and ambiguity. **“Skills of last 40 years won’t work over next 40 years.”** Goldsmith

REFINE brings THREE MAJOR FUNCTIONS to those responsible for helping others live with uncertainty and increase capability, capacity and sustainability.

1. **RENEW** – Support to restore emotional and psychic energy for purpose, work and life
2. **RECONCILE** – Values clashes, conflicts, competing agendas for more options and action
3. **REALIGN** – With complex business expectations, identity, neglected personal goals

Leadership is changing, coaching needs are different. Learn to **REFLECT, REVEAL, REFINE** - simple processes for complex issues in unsettling times equipping leaders to see more today and beyond.

JERRY BROWNING

614.361.1580

jbrowning@chironcompany.net



REFLECT | REVEAL | REFINE

Jerry Browning, MS, CBC, organizational consultant, coach, speaker, psychotherapist and trainer, brings decades of experience working in over 70 organizations and with hundreds of leaders. As thought leader partner and learning and behavioral specialist she designs cutting edge learning experiences for leaders and professional coaches. Jerry's goal is to provide support and learning for what's next in work and life.

REFINE – SHINING SUCCESS

FOUNDATION

Unique challenges of leaders, coaches, people practitioners today
Using self with more integration that strengthens you as the instrument of your work leading, managing, coaching

MODELS AND NEW HORIZONS

REFINE Model for Deep Insight

- **REFLECT** on yourself as the instrument of your work for being tuned, ready, fresh, curious
- **REVEAL** what is unfinished or needs attended to through discourse with trained partner
- **REFINE** with deeper insight explore your situation and yourself to **Renew, Reconcile, Realign** for congruency and resilience.

Explore theories, models to expand capacity of your specific strengths

EXECUTIVE RELECTION AND EXPANDING EXPERIENCE

Executive Reflection – Expanding Experience

- Power of Presence with mindfulness, increase acuity
- Reflect in Past fortifying congruence, reframing
- Pivot to Future sparking creativity, fresh perspectives

SYSTEMIC THINKING, LEADERSHIP, COACHING

Thinking systemically reveals wider horizons and connections
As organizations decrease workforce, complexity increases
Learn to leverage ambiguity to energize not immobilize

IMMEDIATE USE FOR POSITIVE IMPACTS

Live practice is incorporated throughout this program

REFINE staff partner with you for your ongoing support and resources