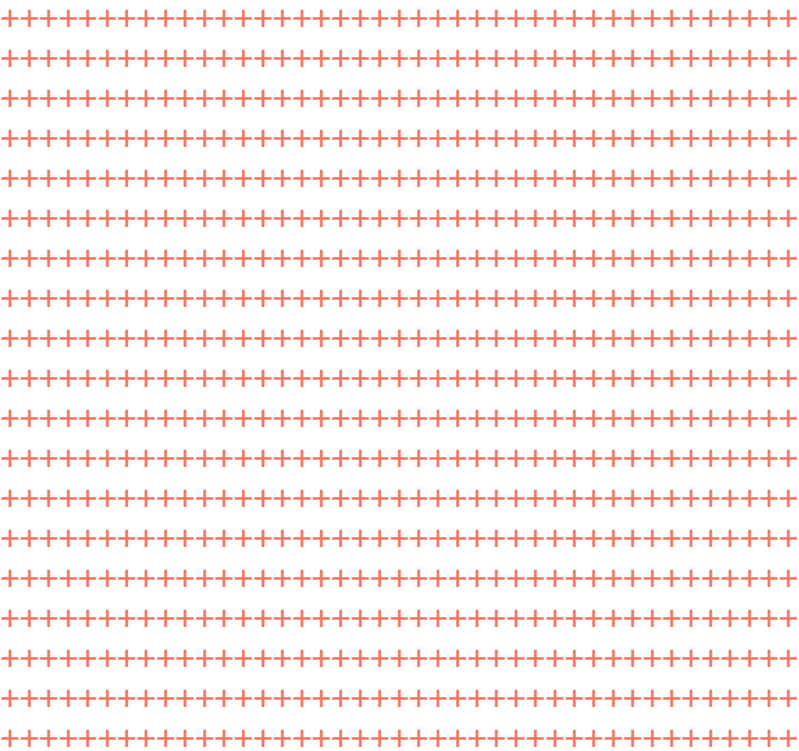




For Individuals

The Clarity and Courage Career and Vocation Program

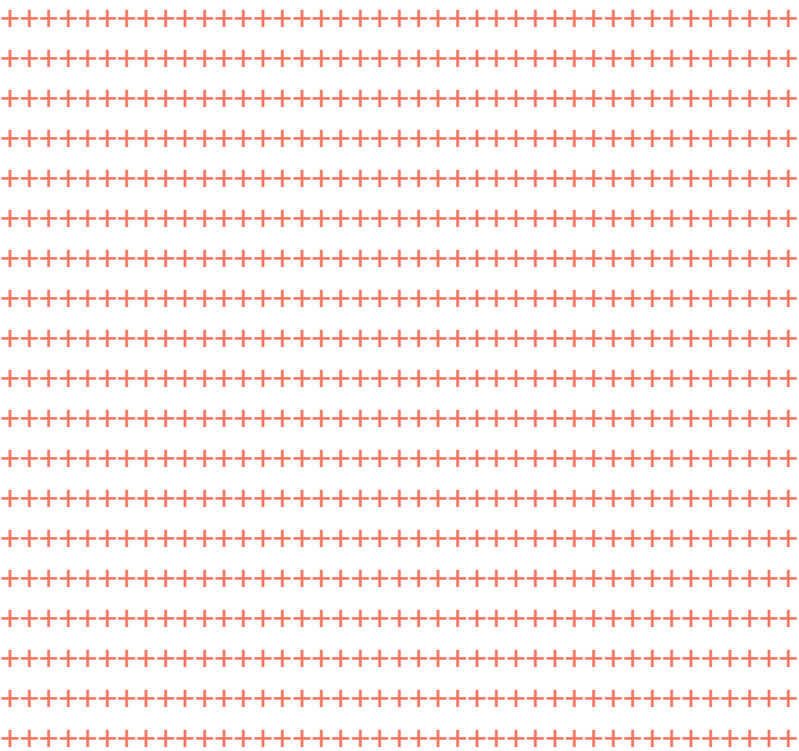
The Clarity and Courage program was created by Elliott Resource Services. It usually involves four one-to-one sessions. The sessions focus on asking the right question, discovering what's clear and not clear, and finding the courage to move ahead with confidence. Individual sessions are held either in the Elliott Resource Services office or on location. A framework and learning goals are agreed to in advance. The program normally is four twice monthly sessions although occasionally individuals wish to meet for a longer series of sessions. The program is of most use to mid-career or mid-life professionals who want to or need to make a change. In addition to the Clarity and Courage workbook, a full Birkman report is prepared for the consultation. Tim Elliott is a trained Birkman consultant and uses the resources of Birkman International in his work. Associates of Elliott Resource Services provide resumé preparation, interview coaching and in depth vocational assessments.



Elliott Resource Services Executive Coaching Programs

1. Awareness Check-in (2 sessions) using the Birkman Method. This is particularly helpful for those would benefit from a brief tune-up and check in about how things are going.
2. Professional transitions (3 months - 7 sessions) using the Birkman Method and Effective Intelligence. This is designed for those who need to develop a plan or could use support during a transition to a new role or responsibility.
3. Professional Development (6 months - 15 sessions) using the Birkman Method, Effective Intelligence and the Clarity and Courage program. This is an important process for those who need to or want to make a major change in focus and responsibility. This program will be particularly useful for those planning a new direction or retirement. This is for professionals who feel challenged and want to grow. It may also coincide with personal issues that are affecting work e.g. marriage difficulties, personal loss or bereavement, or health issues. The professional issues that are addressed are performance, work focus, leadership, people skills and communication, interests and motivations, personal and professional strengths and needs.





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Clergy Programs

Elliott Resource Services has developed specialized support programs in cooperation in association with the Institute of Family Living in Toronto and the ERS associates. These programs are offered both for clergy in vocational transition within ministry or from appointed ministry situations to secular employment. Programs are individually developed and offered across the country in various settings. The programs are:

1. Vocational conversations - a series of informal and occasional one-to-one sessions to discuss concerns in ministry with either Tim Elliott, Elliott Resource Services or Diane Marshall M.Ed. RMFT, Clinical Director, Institute of Family Living.
2. Taking Stock - Next Step in Ministry consultation - an organized program of vocational discernment for clergy who have been in their positions for 5-7 years or in mid life. The program involves advance work, one-to-one sessions, assessment instruments, gathering of letters of reference. It concludes with recommendations and a report for the participant.
A specialized service to assist with resume and introductory letter preparation is offered in connection with an application for a specific position. This is done electronically with telephone support. In addition, interview preparation coaching is offered.
3. VIP - Video Interview preparation - a one day workshop with two professional trainers covering the theory and strategy of interview preparation, a video session with feedback, role plays, and concrete tips for preparation. This is offered in various locations several times a year depending on need.
4. A program for clergy leaving the ministry - this is a program designed to meet individual and family needs. It has several phases - preparation, support, assessments, support and follow up. Details available on request.

Professional fees for these programs available on request.