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# For Organizations

## Facilitation and Planning

Many organizations require help pulling diverse groups together to make decisions and move ahead. Today there are many stakeholders involved. There is also a wish to include as many people as possible in decisions - particularly ones that affect them directly. Often leaders and those chairing meetings wish to participate as one among equals and find it difficult to chair the meeting and participate. Tim Elliott has many years of experience facilitating group discussions, decision-making meetings, and large 'town hall' sessions. He is a graduate of the Stillpoint Institute of Process Facilitation (1994), a 120 hour programme includes proven competency in the following areas:

- theory of facilitation
- skills of facilitation
- practice of facilitation
- art of facilitation

## Executive Coaching

Many senior level organizational leaders find themselves isolated and in need of a confidential advisor. Needs vary but could range from personal support during family difficulties, to career and strategic planning. As part of Elliott Resource Services, testing and self-reflection exercises are used. Because of the confidential and specialized nature of this professional relationship, each project is specifically tailored to the needs of the organization and the individual. His work with executives is based on the research program he developed for his Doctor of Ministry studies at the Toronto School of Theology on work and vocation. As a trained Birkman consultant, he uses the resources of Birkman International in his executive coaching practice.

## Bereavement Support and Crisis Management

Often organizations are not sure what to do when an employee or employee's family member dies. A confidential consultation with organizational leaders can be held to determine the organization's most appropriate response. In addition through Elliott Resource Services, bereavement support and crisis management can be offered to the family. This service is based on many years of helping families cope with death and loss and facilitating and organizing celebrations and services of remembrance.

## Operational and Strategic Reviews

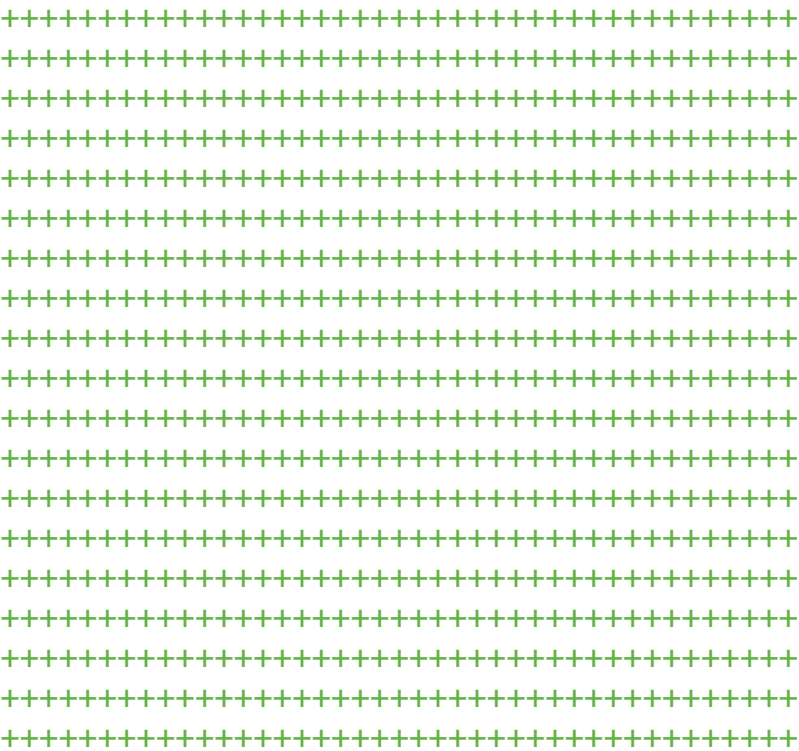
As part of the Clarity and Courage program, Elliott Resource Services can undertake strategic and operational reviews to determine what is clear and what



isn't clear in the situation. Consultations can then be held to determine what the organization has the capacity and desire to do in terms of change. A plan is then developed in consultation to put these directions into concrete actions. Elliott Resource Services offers a process of listening, clarifying, organizing, reporting and planning for future directions. Resources are also available for implementation support and strategies.

**Partnership Development**

Drawing on a vast network of contacts and using facilitation skills, Elliott Resource Services can provide resources to develop partnerships for various organizations. After clarifying the need and role for an appropriate partner, Elliott Resource Services can work to develop mutually successful arrangements.



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