

COURSE LIST

TSi DEVELOPMENT PROGRAMS

LEAP, Team Effectiveness, Employee Development & Coaching Solutions





TSi is a Human Capital Services firm that specializes in Workforce Development, Organizational Development, and Enterprise and Mission Performance Management for federal, commercial, and non-profit customers.

Our unique blend of Industrial Organizational Psychology and Management Systems Engineering expertise applies engineering design and analysis methodologies to systems involving people and technologies within organizations. TSi's Leadership Effectiveness and Potential (LEAP) framework is a customizable COTS program that helps individuals expand results, leverage relationships, integrate their environment, and inspire performance. Using our proven workforce, organizational, and enterprise solutions, TSi is committed to improving the daily lives of our defenders and public servants to ensure the protection of our nation's defense, health, and pursuit of happiness.



TSi is an SBA-Certified Service-Disabled Veteran-Owned Small Business (SDVOSB/VOSB).

TSi DEVELOPMENT PROGRAMS

TSi offers professional development programs with a range of workshop formats to suit diverse needs and schedules. From comprehensive full-day sessions to focused hour-long virtual meetings, each workshop is designed to deliver targeted development insights and skills. These varied formats ensure that participants can engage in meaningful development, regardless of time constraints or preferred learning environments.

60-75 Minute Workshops

These workshops are typically conducted virtually, and this format is perfect for introducing key leadership and skill building concepts to small and large groups of participants. Advantages include:

- Providing a high-level introduction to a leadership topic or skill building framework
- Increasing self-awareness by including brief self-assessment exercises
- Sharing best practices and offering immediately applicable strategies that participants can use right away
- Leveraging interactive learning by incorporating polls and chat discussions to maintain engagement
- 75 Minute Workshops provide additional time for questions and group discussion

2 Hour Workshops

These workshops are conducted both in-person and virtually, for small to medium size teams and groups. This format builds on the learning advantages above, adding:

- Additional interactive learning by using breakout sessions and group discussions to increase engagement
- Peer discussions and small group activities to encourage knowledge sharing
- Discussions that contribute to relationship and team building among participants

Full and Half Day Workshops (4-8 hours)

This option allows for the most comprehensive and in-depth leadership training, for teams and small groups of participants. Full day workshops are conducted in person; half day workshops are held both in person and virtually. Additional advantages include:

- Adding practical exercises and case studies to reinforce learning
- Providing ample time for participants to practice new skills through role-playing exercises and simulations.
- Allowing time for participants to create personal action plans for implementing their learning in the workplace
- Incorporating additional time for team-building activities to foster relationships among participants

LEAP FUNDAMENTALS

This LEAP Fundamentals workshop is designed to unleash potential across your organization. This interactive workshop introduces participants to LEAP—a proven leadership development framework that empowers individuals to lead from all levels in an organization. By focusing on four proven masteries: personal, interpersonal, organizational, and motivational, LEAP helps participants achieve greater success, expand results, leverage relationships, integrate their environment, and inspire performance. Through hands-on activities and real-world scenarios, participants learn actionable strategies to apply within their roles, ensuring that leadership becomes a mindset embraced by all.

1 Day / 2 Hour / 60-75 Min

LEAP PERSONAL MASTERY

Leading Yourself with Courage, Curiosity, and Commitment

In this session, participants dive into the personal mastery aspect of the LEAP framework, empowering them to become strong leaders of their own lives. Through interactive activities, they learn key leadership traits such as courage, curiosity, and commitment. By emphasizing self-leadership and practical tools, participants develop the skills to take ownership of their growth, overcome challenges, and unlock their full potential.

1 Day / 2 Hour / 60-75 Min

LEAP INTERPERSONAL MASTERY

Strengthening Connection, Communication, and Collaboration

Unlock the power of effective relationships in the workplace with our transformative workshop on LEAP Interpersonal Mastery. This engaging session is designed for professionals ready to enhance their communication skills, cultivate more meaningful connections, and increase collaboration. By the end of this interactive session, participants leave with proven tools and techniques to ultimately create higher engagement and performance.

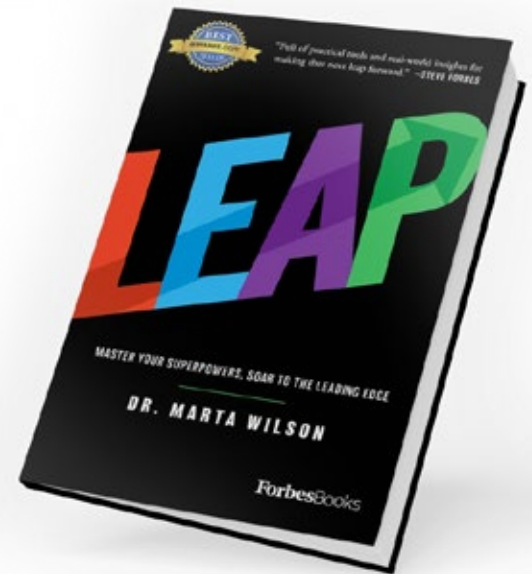
1 Day / 2 Hour / 60-75 Min

LEAP ORGANIZATIONAL MASTERY

Navigating People, Processes, and Products for Success

Understanding the bigger picture is key to driving organizational success. In this session, participants gain insights into how people, processes, and products interact to form the foundation of a thriving organization. Through group exercises and discussions, they learn practical strategies for improving processes, creating value for customers, and aligning their efforts with organizational goals. This workshop helps individuals see how their contributions fit into the larger system and drive collective success.

1 Day / 2 Hour / 60-75 Min



LEAP WORKSHOPS (CONT.)

LEAP MOTIVATIONAL MASTERY **Energizing, Engaging, and Elevating**

Motivational leadership is the art of inspiring yourself and others to achieve extraordinary results. This workshop offers powerful strategies to energize those around us, keep engagement levels high, and elevate collective performance. Participants gain practical insights on creating an environment where motivation flourishes and it can be harnessed as a catalyst for enhanced collaboration and outcomes. Participants explore ways to foster a culture of motivation and purpose, unlocking their and others' full potential and driving sustained success.

1 Day / 2 Hour / 60-75 Min

LEAP CORE WORKSHOP #1 COMMITMENT **From Intention to Action**

Commitment is the foundation for excellence and achievement, whether in your personal or professional life. It starts with a dedication to becoming the best version of yourself. Research shows that individuals with strong personal commitment are more likely to reach their goals and succeed. Understanding the different types of commitment and their impact is key to driving long-term success. In this interactive workshop, participants explore the fundamentals of commitment, gain insights from expert tools, and learn strategies like “Zoom In and Zoom Out” to enhance their personal mastery. By the end of the session, attendees have practical strategies to strengthen their commitment and expand their results, laying the groundwork for continued growth and achievement.

60-75 Min

LEAP CORE WORKSHOP #2 CURIOSITY **Your Path to New Possibilities**

Curiosity — the desire to know and learn — is a powerful driver of success, especially for leaders and those aiming to achieve more in their careers. It enhances our ability to navigate complexity, fosters innovation, and opens new opportunities for personal and professional growth. In this interactive workshop, participants discover techniques and strategies for cultivating a more curious mindset in both work and life.

60-75 Min

LEAP CORE WORKSHOP #3 COURAGE **A Catalyst for Growth**

Courage is a critical skill in today's workplace, enabling individuals and teams to face challenges, take bold actions, and lead with integrity. Yet, developing courage requires more than simply acting bravely — it involves understanding the barriers that hold us back and cultivating the skills needed to navigate uncertainty. In this workshop, participants define what courage looks like in a professional setting, identify the obstacles that prevent courageous action, and learn practical techniques to foster their own courage.

60-75 Min

LEAP CORE WORKSHOP #4 CONNECT **Building Meaningful Relationships**

The ability to create and maintain strong relationships is essential for both personal fulfillment and professional success. Whether in-person or remotely, meaningful connections are the foundation of effective teamwork and leadership. When we feel connected to others, we experience less stress, manage conflicts better, solve problems more effectively, and communicate with greater clarity and understanding. This interactive workshop explores proven strategies and techniques for developing deep, lasting connections with colleagues.

60-75 Min

LEAP WORKSHOPS (CONT.)

LEAP CORE WORKSHOP #5 COMMUNICATE

Hear and Be Heard

While communication may seem straightforward, it remains one of the greatest challenges and opportunities for teams and leaders. True communication goes beyond delivering a message — it involves active listening, authentic engagement, and ensuring that every individual feels heard, understood, and valued. In this session, participants learn practical techniques to become more effective communicators. We provide tools to foster stronger connections, promote clarity, and enhance team collaboration through more meaningful communication.

60-75 Min

LEAP CORE WORKSHOP #6 COLLABORATE

Creating Results Together

Collaboration is more than just working alongside others — it's about leveraging the collective strengths of a team to achieve results that surpass individual efforts. In today's complex work environment, mastering the art of collaboration is essential for driving innovation, solving problems, and achieving shared goals. This interactive workshop explores the key principles of effective collaboration, including building trust, fostering open communication, and aligning on common objectives. Participants learn practical strategies to enhance teamwork, break down silos, and create a culture where everyone's contributions lead to greater success.

60-75 Min

LEAP CORE WORKSHOP #7 PEOPLE

The Heart of Effective Organizations

People are at the heart of every organization. Successful leaders know how to bring individuals together to achieve results that no one person can accomplish alone. To do this effectively, leaders must develop organizational mastery, understand the larger system, and leverage the key roles employees play within it. This workshop explores the importance of cultivating a total-systems thinking mindset and the critical role people play in organizational success. Participants leave with a deeper understanding of how to align teams, drive collaboration, and maximize the potential of every individual for collective success.

60-75 Min

LEAP CORE WORKSHOP #8 PROCESSES

Building Efficiency and Effectiveness

Effective processes are the lifeblood of any successful organization, but in large organizations, they can become overly complex and overwhelming. Managing these processes effectively is crucial to maintaining efficiency and productivity. This session offers practical approaches for leveraging, improving, and troubleshooting processes using available tools. Participants gain insights into how to manage processes more efficiently.

60-75 Min

LEAP CORE WORKSHOP #9 PRODUCTS

Creating Value and Customer Delight

We all produce “products” that our customers — whether internal or external — depend on. There's satisfaction in knowing our products meet their needs, but staying relevant requires understanding their changing expectations. In this workshop, participants explore tools like processes, SIPOC, and metrics to ensure their products continuously deliver value.

60-75 Min

LEAP WORKSHOPS (CONT.)

LEAP CORE WORKSHOP #10 ENGAGE

Unlocking Motivation and Purpose at Work

Research shows that engaged employees perform better, experience less burnout, and find more joy in their work. But what does true engagement look like? In this interactive workshop, participants explore the key drivers of engagement and learn practical strategies to enhance their own and their colleagues' motivation. Participants are equipped with tools to foster a more engaged, purpose-driven workplace that benefits both individuals and the organization.

60-75 Min

LEAP CORE WORKSHOP #11 ELEVATE

Empowering Others at Work

Bringing out the best in others not only enhances individual performance but also strengthens the entire organization. When we support the happiness, development, and well-being of our colleagues, we create a more positive and productive work environment for everyone. In this workshop, participants explore what it means to elevate others as a core leadership skill. They learn practical techniques to inspire their colleagues, foster personal and professional growth, and create a culture of continuous improvement.

60-75 Min

LEAP CORE WORKSHOP #12 ENERGIZE

Leading with Energy to Inspire and Motivate

In today's fast-paced environment, leaders must do more than observe – they must actively influence their surroundings. Like the difference between a thermometer, which measures temperature, and a thermostat, which controls it, leaders can shape their environment through energy and motivation. This interactive workshop teaches participants how to become a “thermostat” in their organization, driving positive change and inspiring performance. Participants explore the difference between passive observation and active leadership, learning strategies to energize themselves while motivating others.

60-75 Min



INTRODUCTION TO DiSC¹

DiSC is a powerful tool for improving communication, collaboration, and teamwork by helping individuals understand their own and others' styles and tendencies. Through the DiSC framework, participants gain insights into how different personalities approach tasks, solve problems, and interact with others, fostering a more productive team environment. Participants are introduced to the core concepts of DiSC and explore how it can enhance team dynamics. Through discussions and activities, attendees learn how to adapt their communication styles to work more effectively with colleagues.

2 Hours

DiSC TEAM BUILDING^{1,2}

Enhancing Collaboration and Group Culture - All Hands Workshop

This dynamic, interactive session brings together teams who have completed the DiSC introduction to build upon their insights and apply them in a collaborative environment. Through engaging activities, breakouts, and group discussions, participants deepen their understanding of team dynamics and leverage DiSC profiles to strengthen communication and collaboration. Using DiSC assessments, we facilitate a group culture discussion to identify collective strengths, opportunities for improvement, and next steps for enhancing team performance. By the end of this session, attendees leave with actionable insights and strategies to foster a cohesive, high-performing team culture.

Full Day / Half Day

PRODUCTIVE CONFLICT WITH DiSC¹

Conflict is a natural part of any team dynamic, but when managed effectively, it can lead to stronger relationships and innovative solutions. The DiSC framework provides valuable insights into how different personality types handle conflict, allowing teams to turn challenging interactions into productive outcomes. Participants explore how DiSC can be used to understand conflict behaviors and develop strategies for managing disagreements constructively. Attendees learn techniques to navigate conflict, reduce tension, and improve communication. By the end of the session, participants are equipped with practical tools to approach conflict as an opportunity for growth.

2 Hours

POWER TEAMING¹

A Dual Approach with Lencioni's Five Functions and DiSC

Strong teams are built on trust, communication, and collaboration. This full-day workshop combines two powerful frameworks — Lencioni's Five Fundamentals of a Team and the DiSC model — to help teams strengthen bonds and improve operational effectiveness. Participants explore how Lencioni's model fosters team cohesion by addressing key functions such as trust, conflict management, commitment, accountability, and results. Alongside this, the DiSC framework provides valuable insights into individual work styles, enhancing self-awareness and communication across the team. By the end of the workshop, participants have a deeper understanding of team dynamics and practical strategies to enhance leadership at all levels, promote continuous improvement, and improve collaboration.

Full Day

Notes:

1. DiSC assessments are an additional cost and can be arranged separately to provide a personalized report for each participant.
2. Completion of the Intro to DiSC workshop is a prerequisite for this event.

STOP PROCRASTINATING NOW! OR LATER?

Procrastination can feel like an overwhelming force, holding us back from completing tasks and reaching our goals. However, the reasons we procrastinate are often rooted in neuroscience and can be addressed with the right strategies. In this workshop, participants demystify procrastination by exploring the science behind why we delay tasks. They'll also learn simple, practical tools to overcome even chronic procrastination, and discover effective strategies to boost productivity.

60 Min

NAVIGATING CHANGE Helping Ourselves and Others During Change

Change is a constant in both life and work, yet many of us find it difficult to navigate. Understanding why change is challenging and how we process it is key to becoming more adaptable and resilient in the face of transitions. In this workshop, participants explore why change is hard, how we process it emotionally and mentally, and practical tips for growing adaptability. They also explore a proven change management model to effectively guide teams through transitions.

60 Min

ALIGNING INDIVIDUAL AND TEAM VALUES

Values are the foundation of a strong team culture, guiding decision-making and shaping everyday interactions. When personal and team values align, individuals feel more connected to their work, and teams operate more cohesively. In this interactive workshop, participants explore the importance of values and their role in fostering a positive workplace. The session begins with identifying core individual values and brainstorming team values specific to the team. Participants then define actionable behaviors that bring these values to life in everyday scenarios and discuss strategies for integrating them into daily decision-making. The workshop concludes with practical steps to ensure values are consistently reflected in team interactions moving forward.

Half Day

TIME OPTIMIZATION FOR PRODUCTIVITY AND PEACE OF MIND

We all have the same 24 hours in a day, but some people seem to achieve more with the time they have. The key lies in optimization — how we plan, prioritize, and allocate our time to maximize productivity and effectiveness. In this interactive workshop, participants explore common time management challenges and learn practical solutions to overcome them. Through hands-on exercises, they discover strategies for better planning and prioritization, allowing them to make the most of their day. By the end of the session, attendees have actionable tips to enhance their time management and boost their productivity.

60 Min

COACHING SOLUTIONS

GENERAL COACHING SERVICES

Employee and leadership coaching increases the effectiveness of a development program by facilitating reflection, introspection and action to increase self-awareness and other leadership skills. Participants are offered accountability, support, and a framework as they take efforts to increase and leverage their self-awareness. Individualized coaching helps everyone be their best, do great things, and achieve meaningful success. Certified LEAP Coaches conduct one-on-one sessions with individuals focused on expanding personal, interpersonal, organizational and motivational results. LEAP coaches help participants increase their self-awareness, to ultimately create alignment between the results they want to achieve and the path to get there. Sessions allow for participant-led discussions where the coach serves as an unbiased sounding board.



TSi's Coaching Process

TSi's LEAP Coaches use the GOOD model of coaching originated by Jeffrey Auerbach of the College of Executive Coaching, which includes helping the participant identify their Goals, determine Options, overcome Obstacles, and support the client as they take action, i.e., "Do," as described below:

- **GOAL** –What is the participant trying to achieve? This can sometimes be clarified in a few minutes and sometimes it requires a number of coaching sessions. TSi Coaches ask questions, listen carefully and seek to understand participant's perspective on their goals and on the progress they are making. The focus is on the gap between their current and desired results. Coaches ask closed-ended, open-ended, and follow-up questions to engage the participant.
- **OPTIONS** –What are possible ways to approach your goal? Effective coaching depends upon strong coach listening skills. TSi coaches facilitate brainstorming and focus their complete attention on the participant. They maintain awareness of the participants words, tone of voice, emotions and body language. They practice reflective listening to summarize and paraphrase which creates mutual understanding and connection.
- **OBSTACLES** –What is standing in the way of accomplishing your goal? TSi coaches begin with questions rather than giving direction, to help participants uncover constraints and mitigations. They inspire by validating strengths, individual potential, and the future vision of participants.
- **DO** –What will you do to achieve your goal? TSi coaches help individuals propel toward their goals by initiating accountability, which creates commitment to specific goals, results and time frames. After establishing agreed-upon goals or actions, TSi coaches follow up to ensure these goals or actions are implemented.

Twelve (12) Sessions, 60 Min Per Session

COACHING SOLUTIONS (CONT.)

LEAP COACHING PROGRAM

LEAP Coaching is a structured, one-on-one, Leadership Development Program for leaders at all levels. The LEAP book, by Dr. Marta Wilson, demonstrates what she and her team have learned through a career of applied research: individuals with four types of mastery summon their superpowers and unleash their inner superhero. Marta shows that these areas of mastery can be developed and honed by anyone ready to take the leap. Part action plan, part case study, LEAP is packed with tools to help you unleash your potential. Participants receive the LEAP book and the program includes:

- Intensive focus on the masteries critical for success: Personal, Interpersonal, Organizational and Motivational
- Twelve 60 minute immersion sessions once a month for 12 months, or choose an accelerated schedule
- Resources: LEAP Book (print, kindle); LEAP App
- Instructional tools: reading assignments; videos; coaching questions for discussion, reflection, and action
- Delivered by TSi's LEAP certified coaches

The Twelve Sessions

1. Opening Session: Welcome
2. Where Are You Starting From
3. Imagine Yourself Soaring
4. Get To Know Your Masteries
5. Discover Your Superpowers
6. Expand Your Personal Mastery
7. Amplify Your Interpersonal Mastery
8. Boost Your Organizational Mastery
9. Magnify Your Motivational Mastery
10. Create Your Own Unique Opportunities
11. Unleash Your Inner Superhero and Soar
12. Closing Session: What Is Next for You

Twelve (12) Sessions, 60 Min Per Session

LEAP ENERGIZED ENTERPRISE COACHING PROGRAM

LEAP Energized Enterprise Coaching is a structured, one-on-one, Leadership Development Program for leaders at all levels. Participants receive the Energized Enterprise book by Dr. Marta Wilson, which shows leaders how to put both the human element and the total enterprise at the forefront of their strategy and daily action, offering fundamental principles of effective leadership, research, stories, and practical examples. The program includes:

- Intensive focus on the masteries critical for success: Personal, Interpersonal, Organizational and Motivational
- Twelve 60 minute immersion sessions once a month for 12 months, or choose an accelerated schedule
- Resources: Energized Enterprise Book; LEAP App
- Instructional tools: reading assignments; videos; coaching questions for discussion, reflection, and action
- Delivered by TSi's LEAP certified coaches

The Twelve Sessions

1. Opening Session: Where You Are Starting From
2. Government Employees Deserve Attention
3. Bright Stars and Black Holes in Government
4. Turbulent Waters Threaten Every Enterprise
5. The Bedrock of Leadership Is the Human Element
6. Leadership Rules and Wisdom to Lift Your People
7. Engage Your Superstar Staff: Fit, Onboarding, and Commitment
8. Nourish and Energize Your Team: Values, Fairness, and Well-Being
9. Lift Your Workplace to New Heights: Communication Relationships, and Motivation
10. Enhance Your Leadership Effectiveness Now: Attributes, Choices, Signs, and Results
11. Imagining Possibilities for Government Enterprises
12. Closing Session: What is your Enterprise LEAP?

Twelve (12) Sessions, 60 Min Per Session

COACHING SOLUTIONS (CONT.)

COACHING SKILLS FOR LEADERS PROGRAM¹

Coaching Skills for Leaders is a workshop series for Leaders/Supervisors and is offered to groups of up to 12 leaders, over three (3) half-days, typically 2-3 weeks apart. The program is appropriate for those who are new to coaching and those with prior coaching experience. This program is designed for those with team lead responsibilities and higher.

Learning objectives include:

- Understand what coaching is and isn't
- Explore the impacts and benefits of coaching
- Learn a proven coaching model and when to use it
- Consider actions you can take to turn your knowledge into skills

Focus Areas:

- What, Who, When, Why of Coaching
- LEAP: Leadership Effectiveness and Potential
- GOOD Model
- Factoring in the DiSC Framework – Dominance, Influence, Steadiness, Conscientiousness¹
- Good Questions and Good Listening
- Wrapping it all up and Next Steps

Three (3) Half Days Series (12 Hours Total)

Note:


1. DiSC assessments are an additional cost and can be arranged separately to provide a personalized report for each participant.





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