thrive

Leadership Development Program

THRIVE offers programs for leaders of all experience levels:

SPRING COHORT
March 9-10, 2027 and April 13-14, 2027

LOCATION:
The Harborvale
25 Cherry Street
Burlington, VT

Help your leaders navigate complexities within their teams and in your organization through self-development and personal growth. Programs are designed for participants to identify learnings that will enable themselves and their teams to be successful in the future. This is a perfect opportunity to invest in and reward your people while setting them up for successful professional growth.



TBW Consulting



OVERVIEW

How can the program help my professional development?

Talented professionals are frequently promoted into leadership positions based upon their expertise and performance, but many soon discover their past experience has not adequately prepared them for the expanded demands and broad set of skills necessary to successfully address the challenges of managing and motivating employees.

THRIVE helps individuals identify and clarify their leadership challenges, create a plan for improvement and strengthen their ability to get results that matter.

> **83% of organizations say it is important to develop leaders at all levels, but only 5% have fully implemented development at all levels**

> **THRIVE** was one of the most directly applicable workshops that I've been a part of. I left every session with learnings that I was able to apply the same day. The curriculum is thoughtfully curated and delivered in a sequential progression that builds on the knowledge that was gained gradually throughout the sessions. The facilitators come with a breadth of lived experience and professional knowledge that allows everyone in the room to relate to the work. I would highly recommend **THRIVE** to any leader in any organization looking to take their leadership to the next level.
>
> *- Emiliano, Owner/Founder*



EXPERIENCE AND IMPACT

THRIVE maintains a small faculty to participant ratio to ensure personalized attention. The customized content provides the latest in industry best practices in business leadership development.

THRIVE is PERSONAL, INTENSIVE, and HANDS-ON. This four day program, offered in two 2-day sessions, includes a 30 day "Intra-Session" period. The intra-session component enables enhanced real-world experience in the setting that matters the most, your business.

Development methods include exercises, lectures, skill-practice sessions, readings, self-study, reflection, dialogue forums, and intra-session assignments.

We pride ourselves on structuring the content based on responding to participants' interests; however, we also maintain a set of ANCHOR TOPICS in the curriculum including:

SELF

- Emotional Intelligence: Understanding Self, Understanding Your Team, Understanding Your Customers
- Best Practices for Coaching Others: Asking Powerful Questions

TEAM

- Leading Difficult Conversations
- Feedback and Accountability

ORGANIZATION

- Influence and Impact: Current and Future Challenges
- Leading Through Change

THRIVE was a fantastic experience for me–I appreciate the new perspective I've gained from the program. I have been able to shift my approach as a director due to an increased awareness of my leadership style. The program put context to leadership vs. management and helped develop a skill set regarding communication, innovation, and managing change.

- Josh,
Director

TBW Consulting



PARTICIPANT PROFILE

How can I learn more and register?

To speak with someone immediately, register by phone, or learn about customized options, contact us:

TESS WEINISCH
802.598.3615
Tess@TBW-Consulting.com
www.tbw-consulting.com

RICKY PADGETT
802.777.1128
ricky@padgettcoaching.com
www.padgettcoaching.com

Registration Ends
February 10, 2027

Cost
$3,900 per participant (inclusive of all materials, assessments, meals.) Discounts are available for multiple participants from the same organization.

Tuition Assistance
Tuition assistance and scholarships are available. Please reach out directly to Tess with questions. Our goal is to make this program available to all those who want to participate.

Dates
March 9-10, 2027
and
April 13-14, 2027

Location
The Harborvale
25 Cherry Street
Burlington, VT

PARTICIPANT REQUIREMENTS

- Ready for their next professional and personal growth experience
- Interest in sharing knowledge based on their leadership journey
- A desire to learn from others through openness, curiosity, vulnerability, and collaboration
- Currently performing well in their position
- Willing to set personal and professional leadership goals for themselves
- Prepared to take their learnings back into their teams and the workplace

TBW Consulting



TESTIMONIALS

I had the benefit of not only attending this class for my own learning and development but also had a few of my leaders also attend. The class gave us a deeper dive into our leadership styles, skills, and areas for growth. I was thankful for the experience to step outside my comfort zone and take a deeper dive into learning who I was as a leader and how to take that learning forward with me. I highly recommend this course for anyone looking to grow in leadership.

- Melissa,
Vice President

I first walked into **THRIVE** with the perspective of "here's another standard corporate leadership training where we'd talk about using tools in breakout sessions that don't really apply to me and my real world situations." I'm a humbled leader that can admit when I'm wrong, and I was wrong about my preconceived assumptions of **THRIVE.** Tess and her team have laid out an effective program that really helps you to dig deep and reflect into what kind of leader you are and where you want to develop further. I personally found the most value in the in-class discussions where we actively spoke about real life scenarios and how applying the **THRIVE** concepts can help us lead effectively. As leaders, we're often focused outward on helping others. **THRIVE** has allowed me to take the time I needed to reflect on me and my leadership style. Focusing on myself as a leader has allowed me to become more aware and a better leader for my organization.

- Prineet
Senior Director

INSTRUCTORS



Tess Weinisch has extensive experience in Organization Development, Executive Coaching, Change Management, Design Thinking, Leadership Development, and Talent Management. She has worked globally, giving her additional experience working with clients in Amsterdam, Budapest, South Africa, Italy, and Singapore. She has worked internally and externally where she works in business unit integration, delivery, and monitoring of all organization development and change management services to the organization. She designed and facilitated customized programs to increase organizational efficiency, productivity and support business unit profitability. Advised and designed interventions about impacts resulting from whole organization changes (leadership changes, rapid growth, downsizing).

Tess is the creator behind THRIVE and feels it is one of her greatest accomplishments. It has allowed her to combine two of her passions: giving back to Vermont (her home state) and Leadership Development. This program was developed to help raise the bar on amazing talent in Vermont and provide localized development opportunities.

She manages her own consulting business, TBW Consulting, with clients all over the world. She lives in South Burlington, VT, with her husband, son, and daughter and enjoys being outside, traveling, and being with her family. Tess can be reached at 802.598.3615 or Tess@TBW-Consulting.com.



Ricky Padgett is a leadership and executive coach with a passion for helping leaders and teams find more meaning and purpose, navigate change and conflict, and increase the capability to achieve organizational goals. He brings a wealth of progressive leadership experience from front-line manager to executive and an experiential and evidence-based coaching approach to his work.

Ricky is a Professional Certified Coach through ICF, with certifications in emotional intelligence, Myers-Briggs, and Hogan. He has also earned a Global Individual Team Coaching Accreditation from the European Mentoring and Coaching Centre. Ricky manages his leadership and coaching business, Padgett Coaching, serving organizations in Vermont, Northern New York, New Hampshire, and Massachusetts. In addition to his private practice, he works with clients in the financial, tech, start-up, biotech, media services, higher education, and pharmaceutical industries across the world. Ricky lives in Burlington with his husband, Greg, and a flock of chickens. He can be reached at 802.777.1128 or ricky@padgettcoaching.com.