



Pat Franceck: Vice-President for TAVA Full Circle, LLC

Pat is one of seven children born and raised in central Wisconsin.

Her experience growing up in a rural setting exposed her early to the richness of Nature as teacher. Drawn first to teaching as a career, she received her BA degree from Siena Heights College in Adrian, Michigan. She later completed her Masters in Social Work at Fordham University in New York.

While in CT, she developed a thriving psychotherapy practice and began her work in business addressing the needs of Employee Assistance Programs. Her extensive experience as an Employee Assistance professional involved her providing direct consultation and coaching to senior executives and human resource professionals in addressing critical performance and behavior issues in the workplace. Pat is a master facilitator of processes for individuals and groups that unleash their hidden potential. She is especially effective in assisting individuals and groups traumatized by sudden radical shifts in employment and relocation. On numerous occasions she has been

deployed to facilitate group processes to support employees and their families in debriefing post-traumatic stress reactions.

As an executive coach she receives continuing accolades for her powerful skills of engagement and inspiring counsel. Her ability to engage her clients at the core of their strengths creates an experience that leverages them into spaces of tremendous potential. Her personal mantra is to be one who "unlocks the emerging sense of their internal voice and power"!

In 1996 she moved to Colorado and became adjunct faculty for the Center for Creative Leadership. In that capacity she serves as an executive coach working with numerous leaders as they worked the issues of their career and leadership development. During this same period she designed and delivered a number of retreat experiences for women: "Women's Walk", "Leading with Purpose and Passion" and "Women and Power!" She is certified in numerous psychological instruments that support her executive coaching: Myers-Briggs Type Indicator®, FIRO-B®, multiple 360° instruments: Executive Dimensions®, Benchmarks®, Skills-scope®, Campbell Leadership Inventory, CPI 260, and Learning Tactics Inventory, Change Style Indicator®, Conflict Dynamics Profile®, Thomas-Kilmann Conflict Inventory and Workplace Big Five.

She is also trained in Appreciative Inquiry and uses this approach both in her coaching and group facilitation. In summary she is an insightful assessor of individual and group processes that affect life and career performance. She has highly developed interpersonal, group facilitation, assessment, coaching, and clinical skills. She is also a celebrated grandmother and storyteller.