

Building Inner Health and Wisdom

"I can see clearly now should be Debbie's theme song. Debbie has an amazing ability to assist you in weeding through the many thoughts and ideas going on in your head and come up with one clear direction."

Sandy C. Hamel, AOS Consulting, Victoria, BC



Clarity

Direction

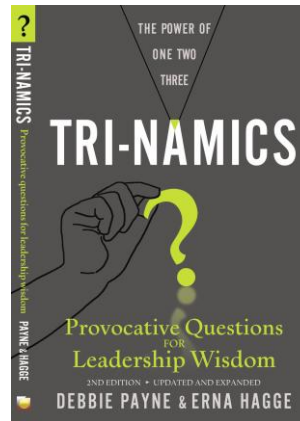


Coaching Tools



Debbie's Book!

"Discover the power of one wise leader"



\$49.00

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Bursting with Practical Tools

- Thought-provoking quotes
- Self-leadership evaluations
- Coaching tools
- Self-awareness exercises
- Communication assessments
- Opportunities to experiment
- Powerful peer coaching questions
- Models for coaching, leadership and learning
- 333 questions to help you reflect, act and innovate

" *Tri-namics* has truly helped me in my leadership journey.... I've been able to ask stronger, more meaningful questions, become more personally reflective, and been a more effective mentor for others as a result."

Matt Tod, Executive Director, Youth Programs, Institute for Health and Human Potential , Ontario

*"Debbie did an outstanding job as facilitator; She clearly put a great deal of effort in preparing material, coordinating logistics, and facilitating the session; It was commendable; The entire program was excellent, well-organized and facilitated; Debbie attended to the groups needs and desires while meeting the goals of all the sessions; **You know you have accomplished something when, after 5 days, some very busy people just didn't want it to end.**"* Participants in leadership development program for high potentials, Terasen Inc.



"Tri-namics Coach, Debbie Payne is an incredible idea person. She took the seed of my new business venture idea and helped me grow it to reality. Her vibrant energy is so infectious - hang on for the ride"!! Dee Lewis, DEECO Spa, Salmon Arm



*"**Debbie is a master at her work.** She is able to tap into a client's inner needs, interests and passion. Debbie cares about the client's success. I've listened to Debbie as a public speaker. She is engaging, extremely knowledgeable and gets participants interacting in a comfortable way thus creating an optimum learning environment."*

Linda Mallard, Tsawwassen Wellness Center

SERVICES

- Individual leadership
- Career direction
- Team development
- Organizational learning and development

Designing and facilitating custom leadership development workshops, and “punchy” topical learning sessions

Interactive process facilitation

Coaching individuals to excellence on their leadership and career

Writing clarity; research on leadership trends

Talent management frameworks and design

Team development using MBTI and other tools

Curriculum design, development, online, delivery

Debbie believes provocative dialogue and conversation is transforming.

Debbie Payne, MA



Debbie has 25 years experience as an adult educator, facilitator, manager, organizational development and leadership consultant. Most recently she was the Senior Specialist, Leadership and Organizational Development for Terasen Gas Inc. and is currently Senior Principal Associate DP Leadership Associates and co-partner of Deberna International. She was also department head of an award-winning Program at the Open Learning Agency.

Debbie has a variety of undergraduate work in science and adult education. She earned her MA in Leadership and Training from Royal Roads University, Certificate in Organizational Behavior from Heriot-Watt University in Scotland, a management certificate from University of Ontario, and is MBTI qualified.

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Tsawwassen, BC Canada

DP Leadership Associates

Get clarity and direction in your work, organization, and life.



...exploring the right questions

Contact me **NOW** for your complimentary initial consultation

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