



FLOURISH

BE WELL • DO WELL

Evidence-based Positive Psychology coaching, consulting and training: for flourishing people and organisations.

The scientific study of positive human functioning and flourishing on multiple levels, that include the biological, personal, relational, institutional, cultural, and global dimensions of life.- Seligman & Csikszentmihalyi, 2000

What is Flourishing?

To flourish: a multi-faceted state of growing, thriving and sustainable performance which is broader than just happiness or wellbeing, and a key focus of Positive Psychology. Flourishing can be generated through awareness, choice, action and commitment.

Factors which contribute to a sense of flourishing include positive emotions, engagement, relationships, meaning, and accomplishments ('PERMA' - Seligman, 2011), as well as other components such as health, mindset, environment, economic security, resilience, compassion, life-satisfaction and optimism.

Why Flourish?

Investing in flourishing is a generative approach to wellbeing (rather than curing or preventing ill-being). It supports the accomplishment of an individual's or an organisation's goals and aspirations, to do well in living a fulfilled life.

In the field of Positive Psychology, flourishing is broader than "happiology". It also acknowledges that life includes difficult times, even times of suffering. It does not discount these challenges; rather, it allows a space to accept and even grow from this, while placing the focus on what is strong, rather than what is wrong.

How to Flourish?

All people, organisations and communities have the capacity to build wellbeing, sustainable performance and flourishing.

Using the latest scientific research and evidence-based approaches from the field of Positive Psychology, Flourish co-creates client partnerships that maximise individual and organisational potential, with flourishing and wellbeing as the core for driving change, achieving goals, and facilitating sustainable performance.

Different pathways to flourishing can be explored and actioned, through our coaching, consulting and/or training approaches.

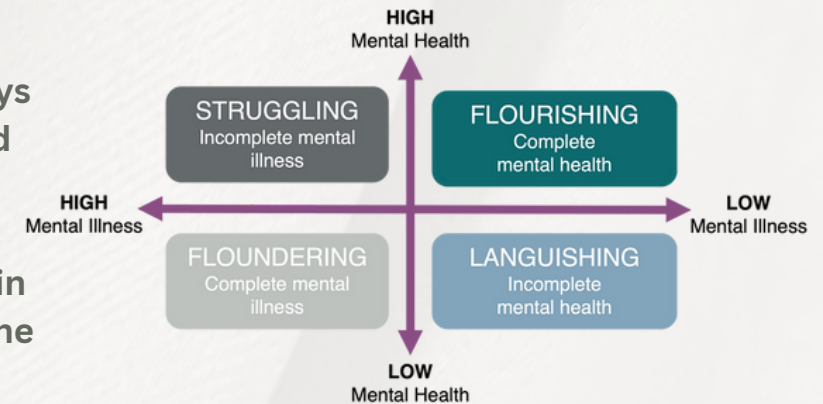


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Scientific research in the field of Positive Psychology suggests certain pathways generate individual and organisational flourishing, that allows individuals and organisations to move from a space of languishing, to flourishing.

Mental ill-being/mental illness can be viewed separately, supported by those in clinical and medical fields. Please note our [disclaimer](#) regarding the scope of the services that Flourish GmbH offers.



Ref.: Keyes, C. L., 2002



JOANNE WILLIAMS

Founder/Owner
Positive Psychology Coach, Consultant & Trainer

 info@flourish.gmbh

 www.linkedin.com/in/joannelouisewilliams/

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- Kistler
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- Exista
- eduMe
- EMEA Recruitment
- Professional Women's Network (Zurich)
- University of St Gallen

Coaching

Consulting

Training/Faclitation

What

- 1:1 individual coaching
- Team / Group coaching
- Coaching Defined

"Coaching is partnering with clients in a thought provoking and creative process that inspires them to maximize their personal and professional potential."

International Coaching Federation

- Wellbeing
- Employee Engagement
- Organisational Development and People (HR) Strategy Consulting and Design
- Transitions and Transformations
- Neurodiversity at Work

- Positive Psychology for Wellbeing, Sustainable Performance & Flourishing
- Positive Leadership Development
- Transitions and Change
- Mentoring programs
- Highly Sensitive Persons / Sensory Processing Sensitivity: exploring and understanding this trait
- Neurodiversity at Work

Why

Addresses areas such as:

There is great potential... how might it be unleashed?
 I desire things to be different.
 I feel stuck right now.
 I want to grow professionally.
 A lot of change is happening - how to navigate it?
 I'm transitioning into a new stage in life.
 What are the pathways to flourishing?
 Who am I, and how am I showing up in life?

Does this resonate? If so, a committed and co-created coaching partnership could be suitable for you. Professional coaching can provide a confidential space to listen, empathise and engage in deep conversation to hold a space for you to discover new perspectives and opportunities.

Address areas such as:

We offer an approach to:

- Identify pathways for solving complex issues through a strengths-based lens of what's strong (rather than a deficit-based view that only focuses on gaps or what's wrong)
- Create value for employees, customers and stakeholders
- Improve and maintain sustainable business performance

Address areas such as:

Examples of specialist areas include:

- Positive Psychology for Wellbeing, Sustainable Performance and Flourishing
- Positive Leadership Development
- Transitions and Change
- Empathy and Compassion
- Team Development
- Mentoring programs
- Highly Sensitive Persons / Sensory Processing Sensitivity: understanding and exploring this trait
- Neurodiversity at Work: Creating Neuroinclusive Workplaces

	Coaching	Consulting	Training/Facilitation
How	<ul style="list-style-type: none"> On request, we incorporate licensed 360° feedback, leadership, talent and strengths assessment psychometrics 	<p>Leveraging over two decades of international strategic business and senior leadership experience, we provide evidence-based consulting grounded in the latest research on human and organisational flourishing. We support organisational design (including people/HR strategies), conduct research, facilitate positive change via Appreciative Inquiry, help business transformations, and enable organisations to develop specialist skills that may currently be lacking in the areas of wellbeing, leadership development, employee engagement, positive change management and neurodiversity at work.</p>	<p>We design and facilitate training programs to promote and support individual and team (or group) flourishing. At the heart of our training culture is enabling psychologically safe and interactive learning environments for individuals to explore, discover and experiment with new skills, behaviours and learnings.</p> <p>Our rich learning journeys embed evidence-based models and a 5-step methodology to facilitate the learning of new knowledge and skills, while focusing on the individual's commitment to make choices, take action and transfer increased awareness into daily life in practical ways.</p> <p>As required, we conduct needs analyses and training evaluations to assess impact and transfer, and offer tailor-made interventions as well as generic programs. Face-to-face (on-site) and virtual (online) methods are available.</p>
Who	<ul style="list-style-type: none"> Specialising in executives, leaders and individuals seeking flourishing, including people with Sensory Processing Sensitivity (HSPs) 		

Specialist areas:

- Leadership
- Sustainable performance
- Neurodiversity at work



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Founder/Owner

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joanne.williams@flourish.gmbh



www.flourish.gmbh



www.linkedin.com/in/joannalouisewilliams/



Grendelstrasse 2, 6004 Luzern



+41 79 888 06 80

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