



Definition of flow: “to move, come, or go continuously in one direction”

5 PRINCIPLES OF FLOW

Our unique FLOW approach is infused throughout all of our offerings to give you and your team a fully integrated and life-changing experience. We follow five principles that keep us on track.

HOLISTIC	FOCUS ON THE WHOLE EXPERIENCE
HUMAN	MAKE EVERY HUMAN CONNECTION COUNT
CREATIVE	SHARE NEW & FRESH PERSPECTIVES
COLLABORATIVE	ALWAYS DO THINGS TOGETHER
SIMPLE	MAKE IT NATURAL & EASY

ABOUT SPARK CREATIONS & COMPANY INC.

IGNITING CULTURES. CREATING PURPOSE.

SPARK Creations & Company Inc. is a training and development organization that inspires people and companies to create meaningful cultures and workplaces. We use a unique FLOW approach through all of our product offerings to focus on the whole experience using new and fresh perspectives in a collaborative way whilst keeping it simple and clear.

Our team of creative, committed and progressive trainers, facilitators, and certified executive and leadership coaches have 75+ years combined corporate training experience in strategic culture visioning, leadership development, team building and communications, executive and leadership coaching, people and culture program development (human resources), flow (lean and process) management, employer branding and marketing, and project management.

Ready to ignite your culture and create purpose? Connect with us today!

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FLOW MANAGEMENT™

CULTURE LEARNING: INSPIRING PURPOSE AND HUMAN CONNECTION

AN ADAPTIVE PROCESS DEVELOPING THE CAPACITY AND CAPABILITY OF THE INDIVIDUAL

As is often the case, it's not only a matter of what we say, it's how we say it. At this stage of the process, we are translating what we learned in Culture Design and integrating at the individual level to co-create capacity across and throughout the organization.

A few Culture Learning training experiences we will co-create with you:

- Essence Leadership™: Becoming a Conscious and Purpose-Driven Leader (Standard & Customized Training Programs)
- Team Communication™: Inspire Trust, Collaboration and Creativity (Standard & Customized Training Programs)
- Flow Management™: Aligning People, Product, and Process (Standard & Customized Training Programs)
- Culture Leadership™: Creating Human Centered Cultures (Standard & Train the Trainer Program)
- Executive / Leadership Coaching and Development (1:1, Group Masterminding, 360 Leadership Reviews, Leadership Retreats)
- Culture Conversations (Lunch & Learns, 30 Day Learning Bootcamps, Team Retreats)
- Team Assessments: Emergenetics (Brain Science & Behaviors), StrengthsFinder & StandOut (Strengths), and Emotional Intelligence (EQi)

According to Forbes, only 2 out of 5 companies believe that their processes are effective and 70% of Process Improvement projects fail. They typically start off well, generating excitement and great progress, but all too often fail to have a lasting impact as team members gradually lose motivation and fall back into old habits.

The purpose driven organization is clear as to the impact they want to create in the world. They understand that in order to achieve their vision, they must develop strategies to bring out the strengths of their team members, create Product and Services that meet the ever changing needs of their customers, and develop an integrated ecosystem that provides operational excellence throughout the organization.

This training program will focus on three areas for FLOW Management™: People, Product and Process

FLOW MANAGEMENT™: ALIGNING PEOPLE, PRODUCT AND PROCESS

Module 1 – People

This module creates a thorough understanding of the team's purpose, strengths and areas of growth, and energy management to build a strong foundation for sustained team alignment.

Module 2 – Product

This module is about developing products and services that are completely aligned with the company's purpose, values, and guiding principles and that fulfills the unique needs of their customers.



FLOW LEADERSHIP™

Module 3 – Process

This module will build off the people and product strategies and design a flow management program that includes simple and streamlined processes and elevates the organization for operational excellence.

The following is a guideline and sample course topics. These are customizable to support the core values, purpose and culture of the team and organization. The training experiences each last between 90 minutes to 2 hours and can be taken over a weekly, bi-weekly or monthly period. All classes include pre- and post-work assignments to help individuals integrate the learning into their day to day.

KEY LEARNING OUTCOMES

- Elevate your team to operational excellence and flow
- Co-design simple processes and programs that will optimize productivity and performance across the whole organization
- Identify and anticipate potential people and operational risks and create sustainable solutions
- Prepare the team to support and maintain the new organizational ecosystem

PROGRAM SCHEDULE

Module 1 – People

Training Experience 1 – Leadership Fundamentals
Training Experience 2 – Finding Your Ultimate State of Flow
Training Experience 3 – Creating Team Flow

Module 2 – Product

Training Experience 4 – Product and Process Cost Management
Training Experience 5 – Product Development and New Product Introductions
Training Experience 6 – Forecasting, Demand Planning and Inventory Management

Module 3 – Process

Training Experience 7 – Project Management
Training Experience 10 – Basics of Process Management
Training Experience 11 – Flow Management Methodologies

*Detailed outline with learning objectives is available upon request.

To learn more, contact connect@startyourspark.com or call 604.760.5648.