



With Your Host  
Tom Floyd

## SHOW HOST

**Tom Floyd**, founder and CEO of Insight Educational Consulting (IEC), is a dynamic business man and speaker, who has grown a multi-million dollar business guiding Fortune 500 companies in the implementation of change management, workforce performance, and learning solutions. The ultimate combination of a strategic visionary and project leader, Tom is cross trained in business strategy, focusing specifically on organizational change, human performance, and employee development.

## GUEST BIOS

**Richard Halbrook** is the Executive Vice President of Administration for Dollar Thrifty Automotive Group Inc. Dollar Thrifty Automotive Group was recently honored with the 2007 Secretary of Defense Employer Support Freedom Award. The award is the highest in a series of Department of Defense awards celebrating employers who have made a significant commitment to employees serving in the Guard and Reserve.

**Richard Strozzi-Heckler, PhD** is the author of *In Search of the Warrior Spirit: Teaching Awareness Disciplines to the Green Berets*, which was featured in a Wall Street Journal cover story. The founder of the Strozzi Institute and a nationally known speaker on leadership and mastery, Richard has spent decades developing, and teaching the practical application of somatics.

**John O'Connor** is the president of Career Pro Inc. His background includes more than 15 years service to transitioning military personnel from active duty, reserve and guard status to productive, fulfilling federal or civilian employment opportunities. John frequently works with officers from Fort Bragg, Seymour Johnson, and other bases across the nation.

**Bill Offutt** is the Veterans' Employment and Training Service Special Assistant at the U.S. Department of Labor. Bill works to help companies understand their rights and responsibilities under the Uniformed Services Employment and Reemployment Rights Act. He is also largely responsible for the national HireVetsFirst campaign.

## Coaching the Armed Forces and Their Teams

MONDAY OCTOBER 22ND, 2007

11AM PT (2 PM ET)

*How are both the armed forces and employers with reservists on their teams using coaching?*

*Can coaching keep teams strong during the absence of an armed forces member in wartime?*

*And how can businesses support employees in the armed services, while adapting to their absence?*

*Our panel of guests address these questions and more.*

## HIGHLIGHTS

According to the United States Army, there are currently 189,000 people in the Army Reserve who can be rapidly mobilized when their skills are needed in times of national emergency or global conflict. However in serving their country, the departure of an employee in the reserves can have a significant impact on both the individual and their employer.

Legislation like the Uniformed Services Employment and Reemployment Rights Act ensure that members of the uniformed services are returned to their civilian employment upon completion of their service at the same seniority, status, and rate of pay before they left.

How then, according to the September 2006 issue of Inc. magazine, did over 3,845 complaints arise in 2006 from reservists related to returning to work, pay rates, or allegations of discrimination?

Our panel of experts address these scenarios, and discuss how coaches are working with reservists to ease them back into the working world.

Additionally, guests explain how somatic coaching in particular can be helpful in developing leadership abilities in both the armed forces and the workplace, as well as how serving in the armed forces can foster valuable experience and skills in employees that can benefit their organizations back at the office.

Highlights of the show include:

- The impact that a reservist's absence can have on their employer.
- Why it's important to give reservists time to ease back into things once they return.
- How companies like Dollar Thrifty are creating award-winning programs to support employees.
- How somatic coaching can be used to improve leadership and presence in the armed forces and businesses alike.
- The challenges that coaching can help both reservists and their employers address.
- Best practices, suggestions, and tips for supporting employees in the armed forces.

For more information on **Insight on Coaching**, feel free to contact Tom directly at [tfloyd@ieconsulting.biz](mailto:tfloyd@ieconsulting.biz)

*"AT DOLLAR THRIFTY, WE HAVE DEPARTMENTS THAT PUT UP PICTURES OF OUR EMPLOYEES WHO ARE SERVING, AND STAY IN CONTACT WITH THEM VIA EMAIL WHILE THEY'RE AWAY. OUR EMPLOYEES SHARE IN THESE MOMENTS, THEY SHARE IN THE GOOD CHEER AND THEY SHARE IN WELCOMING PEOPLE BACK. IT REALLY PULLS OUR WHOLE POPULATION TOGETHER."*

**RICHARD HALBROOK**

*"IN THE MARINE CORP MARTIAL ARTS PROGRAM, WE USED THE MARTIAL ARTS AS A DELIVERY SYSTEM FOR TEACHING THINGS LIKE LEADERSHIP VALUES, HOW TO BE CENTERED UNDER PRESSURE, HOW TO BE FOCUSED, HOW TO BE DISCIPLINED, AND HOW TO BE A LISTENER WHEN SOMEBODY ELSE IS IN ACTION OR TALKING."*

**RICHARD STROZZI-HECKLER**

*"SOME EMPLOYERS RECOGNIZE ABILITIES AND CAPABILITIES IN EMPLOYEES WHO HAVE RETURNED FROM SERVICE THAT THEY DIDN'T EVEN REALIZE THAT INDIVIDUAL HAD. AS A RESULT, IN MANY CASES THEY FIND EVEN BETTER WAYS TO DEPLOY THEM AND UTILIZE THEIR SKILLS."*

**JOHN O'CONNOR**

*"WHAT WE DO FOR GUARD AND RESERVISTS WHO COME BACK IS MAKE SURE THEY ARE AWARE OF THEIR RE-EMPLOYMENT RIGHTS. AND WE COACH THEM ON THAT, BOTH BEFORE THEY ARE DEPLOYED AND AFTER THEY ARE DEPLOYED. WHEN SOME PEOPLE COME BACK, THEY WANT TO CHANGE THEIR LIVES TOO, AND WE ALSO WORK WITH THEM TO FIND NEW EMPLOYMENT OPPORTUNITIES."*

**BILL OFFUTT**

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