



TLC Solutions, LLC

Leader Development Services

TLC Solutions, LLC is a company formed in 2013 by a former USAID DRG officer, Mission Director and Senior Foreign Service Officer, Erin Soto, to enable leaders to achieve their goals. TLC has two primary lines of services: leadership development; and creative communications. TLC Solutions offers coaching, mentoring, training, advising and facilitation services for both individuals, groups and organizations. We help people seeking to achieve audacious professional and organizational goals.

TLC's clients range from individuals to the US Government to the Fortune 200 companies. Our clients are typically high potentials, senior staff, new executives or executives in a new position who request help in attaining goals. We work both domestically and internationally with clients from across the U.S. and Mongolia, Spain, Kenya, Ethiopia, Peru, Nepal, India, Malawi and Senegal. Our federal government staff clients come from fields of international development, the military, diplomacy, and labor. TLC Solutions works with private companies across industries such as financial sector, mining sector, health care, pharmaceutical, engineering, manufacturing and utilities. We also work with non-profit organizations with a focus on youth development and women.

TLC Solutions is certified and authorized to administer and/or interpret various assessment tools including: the Meyers-Briggs Type Indicator; FIRO-B; CIP260; Insights; Leadership Practices Inventory; Executive Assessment and Development Program Personality Profiler; Strength Finders; Modified CPA; Strategic Leadership Development Inventory; and the Career Architect Development Planner; among others.

TLC Solutions produces instructional short videos to complement both on-line and in-person training on topics of performance management and leadership. Using both off the shelf white boarding programs and the Adobe suite of software for video production, TLC makes key concepts come to life through video production.

Illustrative past successes include:

- Lead the USAID DRG Coaching Program with over 80 clients where over 96% report both learning and applying new knowledge, skills and approaches in the achievement of goals.

- Designed and facilitated a team building retreats with over 96% success rates-- guided groups through contentious issues resulting in increase trust and skills for conflict resolution; lead strategy development process, change management process and workplan development process.
- Conducted dozens of leader development and leadership trainings on topics including: performance management; motivation; neuroscience of leadership; change management; communications; influence in the interagency; work-life balance; decision-making; etc.
- 100% of clients with the objective of receiving a salary increase or promotion or a career enhancing move to a new organization, did so within six months of coaching engagement.
- Lead the development and implementation of a new corporate strategy resulting in a growth; expanding into two new continents and one new sector with federally funded contracts and helping to push the company into the 13th largest in the international development sector.