



*Tracy Flynn Bowe*

BA, MA, JD

**Author  
Keynote Speaker  
Consultant  
Coach**



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# Tracy's Services\*

## Strength-Based Training, Team Building and System Analysis

to assist organizations in transforming organizational life and leveraging the tools and talents of their system.

## Consultation & Coaching (Executive, Leadership & Life)

to assist individuals in reaching their personal potential and professional goals

\* Visit [tracybowe.com](http://tracybowe.com) for more information, testimonials and to receive Tracy's blog.

# Training Modules

Using the **Four Color View System** and the **Personality Color Indicator**, Tracy offers three progressive levels of training that will teach your organization to use color and creativity to increase organizational leadership capacity and competency.

## Self Awareness & Individual Leadership

Identify, understand and capitalize on individual strengths, personality patterns, and internal motivators, while recognizing blindspots and challenges that become obstacles to success.

## Relational Awareness & Strength Based Leadership

Leverage the strengths and competencies of the organization by building effective teams that can communicate, collaborate and effectively manage conflict and change. Shift cultures of us/them toward integration and growth.

## Whole System Awareness and Four Color Leadership

Understand the organization's work, its mission and values, its human resources, and its strategic vision through the Four Color ViewSystem. Harness the creative power of the organization to address complexity, change and adaptation in the work environment and marketplace.

# About Tracy

*Tracy Flynn Bowe*

**BA, MA, JD**

Tracy is a dynamic presenter and a skilled consultant, executive coach, and organizational trainer. With 20 years of experience as an employment lawyer, harassment and discrimination investigator, conflict and complaint mediator, counselor, and trainer, she uses her broad base of education and experience to analyze and clarify the issues and obstacles that interfere with the health and the success of an organization and its individual members.

Tracy's unique and varied experience base allows her to work with complex organizational systems using a strength-based, whole-person, and systems approach to change, conflict, collaboration, and organizational growth and development. She works with care and compassion to raise awareness, develop insight, and produce effective action strategies. Clients consistently report that her dynamic and authentic commitment to positive organizational change is instrumental in resolving obstacles and in moving forward in the achievement of organizational goals.

## Representative Work

- Strength-based training, team building, and whole system analysis using Four Color View and the Personality Color Indicator
- Keynote presentations and workshops for conferences, retreats, and other professional gatherings
- Executive coaching to assist clients in reaching their personal potential and professional goals
- Consultation and coaching with organizational leaders to create and support high functioning teams
- Diagnosing conflict in workplace dynamics and creating strategies for managing difficult working environments
- Assisting family-owned businesses in understanding and clarifying the family and business dynamics of their organization





# What People are Saying...

The work we did with the colors was critical in moving our staff forward in becoming a professional learning community. It gave staff insight into their own communication and problem-solving style, as well as their colleagues. It eliminated a great deal of miscommunication and actually opened up communication!

**Nancy Stachel**  
**Executive Director**  
**Elementary Education**  
**St Paul Public Schools**

The color training gave staff here an opportunity to explore their own personality traits as well as to gain insights into how best to interact with others. The information was relevant and the activities were fun. I have never before had the level of unsolicited positive comments come my way from an inservice as were generated by Tracy's recent work on our behalf!

**Dr. Greg Vandal**  
**Superintendent**  
**Sauk Rapids-Rice**  
**School District**

Our office was buzzing with positive energy after the Color Personality System was presented. This information was easy to understand and implement for both our staff members and our supervisors. Tracy was incredible! Her high energy and information packed session was a big hit. I highly recommend it to any organization.

**Bruce Thielman**  
**Executive Director**  
**St. Cloud Housing &**  
**Redevelopment Authority**

## About Tracy continued...

### Education and Training

- B.A. in Psychology and Theology, College of St. Benedict
- J.D., University of Minnesota Law School
- M.A. in Counseling Psychology, University of St. Thomas
- Certified Master Trainer in Personality Assessment
- Mediation Training
- Diversity Training
- Leadership Training

### Market Experience

- Universities and Colleges
- K-12 Education
- Health Care Systems
- Law Firms
- Local Governmental Bodies
- Law Enforcement and First Responders
- Manufacturing, Business, Restaurant
- Religious orders and institutions
- Family Owned Businesses

