



**Discover New Understandings,  
New Possibilities and Set the Path.  
Find Capability, Courage and  
Commitment to Action.**

**Executive Coaching, Facilitation,  
Organization Change**

## WHO WE ARE

The journey to founding Creative Facilitating and Coaching was not a short or direct one. Kate Trygstad used her talent for listening and interest in human dynamics and development in her career in senior management in Federal Service. She enjoyed solving problems, building bridges, developing people, promoting customer service and leading staff to mission-focused successes.

After early retirement and leadership positions in private sector, Kate let her keenest interests guide her to graduate school and a degree in Organization Development and Knowledge Management, earning her MS in 2005. With the credential now to multiply her impact by consulting to many organizations, Kate founded her own company that June. She soon added a coaching diploma and certification to her credentials. Kate is credentialed by the International Coach Federation at the Professional Certified Coach (PCC) level. Trusted colleagues join the team for larger scale projects.

A client observed: "Kate 'leaves no stone unturned.' Her soft touch coupled with persistent tenacity moves others to open up, dig deeply and work towards reasonable solutions in solving challenges."

## WHAT WE DO

We work collaboratively with people to enhance the human dynamic in the workplace for more satisfying results. Our methods and techniques address organization behaviors at the group level and individual behaviors as they affect the larger group. We develop your capacity to monitor and adapt going forward.

**Assessments**, data collection and analysis inform recommendations that will make a positive difference in results.

**Facilitated** conversations and meetings get people through tough issues and critical plans with the team intact. Creative design and facilitation make strategic planning sessions powerful. Creative teambuilding yields discussion and results that are lasting.

**Custom workshops** allow for group learning and also allow people to share and discuss.

**Coaching** supports individuals and teams to grow in their desired directions. Coach leaders in increasing their leadership effectiveness, in using their resources more effectively, in caring for themselves and staff in the midst of great work pressures. Coaching a couple in decision making for their elder years. Coaching the Executive of a new nonprofit in managing priorities and startup..

**Change** design through an appreciative inquiry approach enhances the best of the organization and brings everyone into the process. Brings the group intelligence into designing a sustainable future.

**Consulting** to leaders provides an informed fresh perspective for important decision making and creates more agile organizations.

Our interventions optimize your capacity to meet the demands of an ever changing environment. Partner with us and invest in continual renewal as part of your organization's life.



**We help you and your organization:**

**STRENGTHEN ITS CORE**

- ≈ Develop effective and dynamic leadership
- ≈ Release creativity for new ideas
- ≈ Develop a more civil and positive climate
- ≈ Affirm strengths and values
- ≈ Find the courage to be your best

**CHANGE and THRIVE**

- ≈ Take new perspectives on situations and opportunities
- ≈ Strategic planning
- ≈ Execute on plans
- ≈ Cope with rapid change and transitions
- ≈ Build agility into your culture

**CREATE CONNECTIONS**

- ≈ Develop robust teams
- ≈ Maximize relationships with stakeholders
- ≈ Enhance the sharing of knowledge among groups

**MAXIMIZE GROUP COMMUNICATIONS**

- ≈ Involve people in planning for a stronger, more flexible organization
- ≈ Have important conversations
- ≈ Translate conflict into productive differences
- ≈ Celebrate success



**KATHLEEN (KATE) TRYGSTAD**

CEO, Creative Facilitating and Coaching  
M.S., PCC, NCC

Kate, a native Minnesotan, has made the DC Metro area her home for many years. She raised her family in Arlington, VA. Her children and their families, who bring her great joy, remain in the area.

Kate earned Bachelor's degrees in English and in English Education, then translated her interest in human development and relationships into her work in her first career as a senior manager in the Federal Government, bringing fresh approaches to leadership.

Her early interest in education and psychology, her later Masters in Organization Development (2005), her embrace of experiential learning and her coaching training (with certification by the International Coach Federation) brought Kate to the guiding principles of her work today.

Kate rejoices in nature, is committed to environmental and social justice and is committed to her community. She strives to live her values.

**Kate has a true ear for listening to people and encouraging growth. Talk to us about your challenges and goals.**

**CONTACT US**

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