

Services

- Career Transition
- Couples Therapy
- Critical Incident Stress Management
- Executive Coaching
- First Line Leadership Development
- Individual Therapy
- Leadership and Career Assessment
- Organizational Assessment
- Project Management
- Psychological Trauma Treatment
- Speaking Engagements
- Strategic Planning
- Team Development

Specialized Training in

- Accelerated Resolution Therapy
- Critical Incident Stress Management
- Leadership Development

About Us

A clarion call is more than just a call to action—a clarion call is a loud and clear message which reflects the necessity to develop and grow as a person or business.

The Clarion name reflects Darrin Tonsfeldt's dedication to providing services that help people and organizations clarify their needs and find direction. He has an appreciation for the complexities that can create barriers to success a compassionate approach that allows him to understand the dynamics and barriers limiting personal, professional, or organizational growth and success.

Darrin D Tonsfeldt, MS, LP, LPC, NCC, CEAP, SPHR, SHRM-SCP, has experience in providing services to business and organizations helping them to become more productive and better places to work.



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FIRST LINE LEADERSHIP DEVELOPMENT



DEVELOPING *new* LEADERS INTO *great* LEADERS

A program of



Developing *new* leaders into *great* leaders

“First Line Leadership Development” is a program built through research Darrin conducted as part of the Executive Leadership Institute (ELI). It is a unique program combining executive coaching processes with new leader development principles. It is an evidence supported, ecologically minded leadership program that not only engages the new leader in a coaching process but also engages their supervisor in sessions and planning for future success.

First line leadership Development Program includes:

ONBOARDING

Onboarding is a structured process in which the new supervisor and their direct supervisor are engaged in identifying common goals and developing a mutual understanding of the leadership development process with the Leadership Coach.

ASSESSMENT

A combination of validated assessments will be used to develop an understanding of the new supervisor’s career aspirations, leadership strengths, and areas of needed growth.

COACHING

The new leader and their supervisor will be engaged in coaching sessions focused on understanding assessment results and integrating that information with feedback from direct reports and colleagues. The new leader, with assistance from their supervisor, will develop a leadership growth plan which aligns with job expectations and career aspirations.

LEADERSHIP PHILOSOPHY

As a capstone to completion of the First Line Leadership Development program, the new leader will complete the “Building a Leadership Philosophy” work book. This exercise will help the new leader to define how they will lead through good and bad times.

WRAP-UP

Leadership coach will provide feedback, an overview of progress, and solidify plans for how the new leader and their supervisor will continue to support the new leader’s growth and development.



Contact Us

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