



Friction to Flow in Workplaces

A Transformational Executive Coaching Program for Visionary Leaders

Most leaders don't struggle because they lack skill.

They struggle because they're leading within inherited workplaces that limit what people can give.

This program is for leaders who want to redesign the conditions of work themselves, so people can fully engage and contribute at their highest capacity.

It reframes persistent team problems as byproducts of workplace contexts.

At the root of every workplace is an assumption about what it means to be human.

Human-Centric Leading updates that assumption.

Who This Is For

Leaders and change-makers who:

- Are visionary and creative and can see possibilities before others can
- Are responsible for teams and their results
- Experience occasional or persistent friction, burnout, or stalled performance at the individual or team levels
- Have tried multiple approaches and still sense something deeper is driving team problems
- Want practical transformation with quick wins that last, not another fad that treats symptoms

What Changes

Leaders who complete this program learn to:

- Boost their own and the team's effectiveness by transforming core problems
- Increase trust, clarity, and accountability
- Unlock trapped energy, resilience, and creative problem-solving
- Foster a team culture that sustains high-quality collaboration and performance without burnout

How the Program Works

The program works at individual and systemic levels simultaneously, helping leaders:

- See and change invisible influences that undermine trust, collaboration, and performance
- Respond wisely vs react habitually, even when triggered
- Turn tension, conflict, and resistance into forward movement using reliable practices
- Build repeatable individual and team behaviors that generate sustained creative and work flow



The Unique Framework: Human-Centric Leading

Human-Centric Leading is a whole-person leadership system for seeing, assessing, and redesigning work environments so people thrive. It's grounded in a mindset that treats people as inherently valuable and full of potential.

Leaders learn to:

- Recognize the inherited drivers of friction shaping everyday work
- Lead by meeting human needs to respect the whole human
- Design conditions that support high-quality creativity, accountability, and collaboration
- Prevent burnout, disengagement, and unnecessary turnover

What's Included

- A clear view of the five drivers of friction, five drivers of flow, and tools to shift individual and team mindsets and habits from friction to flow
- Twelve private, 1-hour bi-monthly executive coaching sessions
- Access to the *Friction to Flow in Workplaces* manual
- Practice building leadership capacity by applying the Human-Centric Leading mindset, tools, and strategies to real-life issues before using them with your team, partners, or clients
- Between-session support via text, email, or short calls

What Makes This Different

- Reframes persistent team problems as the result of an inherited view of what it means to be human – and updates that view
- Works at the cause level, not symptoms
- Integrates individual and systemic change
- Designed for immediate, real-world application
- Fosters sustainable transformative change

Add-On Options

- Monthly group coaching with peer-support and live practice with real-life scenarios
- Targeted team workshops to accelerate progress and address persistent challenges
- Regular team check-ins to reinforce new habits and sustain desired behaviors

Next Steps

Schedule a conversation → <https://calendly.com/epallas>