

Our Leadership programs are grounded in research on effective leadership skills, mindsets, and behaviors. Our programs focus on fostering self-awareness, practicing new skills, and creating actionable plans to implement leadership strategies. We also provide tailored solutions, with customized programs to align with your organization's unique culture, business goals, and developmental needs. Additionally, our team can collaborate with you to develop metrics to track results and implement ongoing support, such as action-coaching, to ensure sustained learning and development.

### **People Management Essentials: Building a High-Performing Team**

This transformative two-day program, which includes five follow-on group coaching sessions, equips managers with the essential skills to inspire, motivate, and develop their team. In this program, you will delve into self-awareness to build a strong foundation, master the art of effective communication and feedback, and learn to set clear expectations and goals. By leveraging the power of coaching to foster a growth mindset and culture of trust, you'll create a thriving team that delivers exceptional results. Lastly, we will preview effective tools to accelerate your team's ability to make decisions and execute strategies. From rising managers to seasoned leaders, this program will strengthen your ability to inspire teams, navigate complexity with confidence, and achieve exceptional outcomes.

The People Management Essentials program will enable you to:

- Practice self-awareness to build a strong leadership foundation
- Learn the ingredients to create a thriving team that delivers exceptional results
- Master the art of effective 1:1 communication and feedback
- Set clear expectations and goals for your team
- Discover the power of coaching to unlock your team's potential
- Apply effective tools to accelerate your team's ability to make decisions and execute strategies

#### **Who Should Attend:**

- People Managers looking to grow their people management skills

## **Scaling Your Leadership: Advanced Lab for Organizational Leaders**

This high-impact 1.5-day program, followed by four group coaching sessions, is designed to equip you with the essential mindset shifts and practical tools to navigate this critical transition. As your company grows, managers lead teams that can double in size or undergo a seismic strategic shift in short periods of time, and often, leaders are managing more complex business challenges than they have ever faced in their careers. As you transition from managing a team to leading an entire organization, the demands and expectations on your leadership abilities will dramatically increase.

### **Key Ideas:**

- **Mastering the Mindset Shift:** Understand the fundamental differences between managing a team and leading an organization. Learn how to cultivate leadership mindsets that allow you to scale your leadership to empower and inspire others.
- **Future Vision:** Discuss how an MVP (Mission, Vision, and Purpose) helps orient your team toward a successful execution of goals. Explore how to organize your focus and thinking across multiple time horizons.
- **Focus on the Most Important Things:** Develop the ability to prioritize and identify goals and make difficult trade-offs where required. Reflect on how to organize your time effectively and with intention.
- **Aligning Teams:** Explore frameworks for delegation, decision-making, and communication strategies that create clarity across teams.
- **Resilient Leadership:** Practice strategies to stay grounded, flexible, and resilient while leading through complexity or rapid growth.

### **By the end of this program, you will be able to::**

- Explore and apply mindsets and best practices necessary for organizational leadership
- Delegate appropriately and communicate with clarity
- Develop sustainable, management practices that allow you to scale
- Build an action plan that will help you and your team scale

### **Who Should Attend:**

- Managers of Managers
- Emerging Organizational Leaders in Rapidly Growing Organizations

## **Becoming a Resonant Leader: Emotional Intelligence for Leaders**

This transformative 1-day workshop, followed by four group coaching sessions, introduces you to Emotional Intelligence, with exercises to develop this important leadership capability. The difference between good performance and exceptional performance is Emotional Intelligence. You will learn about the four dimensions (self-awareness, emotional self-management, social awareness, and relationship management) of Emotional Intelligence, with practice opportunities to expand your skills as a resonant leader.

### **By the end of this program, you will be able to:**

- **Define** the four dimensions of Emotional Intelligence.
- **Practice** with exercises that strengthen Emotional Intelligence skills
- **Apply** Emotional Intelligence skills to become resonant leaders
- **Integrate** Emotional Intelligence skills to become a resonant leader

### **Who Should Attend:**

- Leaders looking to inspire and motivate their teams through Emotional Intelligence

## **Short Leadership Workshops (90 Min to 3 Hours)**

### **Practical Strategies for Leading with Influence & Trust**

Team performance starts with each individual and their ability to build trust, influence, and collaborate. Gain practical tools and techniques to boost your influence and leadership skills. Learn proven methods to build trust, communicate persuasively, and drive results. Discover how to influence others effectively and build rapport. Participants will apply these influencing techniques to real-world work challenges.

### **Manager as Coach: Coaching Skills for People Leaders**

Effective coaching is often cited as one of the top attributes of great managers. In this workshop, participants will learn and practice foundational coaching techniques to support performance and development. Managers leave this session with the skills to start coaching their teams.

### **Manager as Coach: Coaching for Career Development**

Effective coaching is often cited as one of the top attributes of great managers. In this workshop, participants will learn and practice a variety of coaching techniques to support performance and development. Leaders learn a career development framework and coaching skills and how to apply the framework and coaching skills to develop their direct reports.

### **The Art of Communication: Giving and Receiving Feedback**

In this workshop, participants will learn some of the research behind how we perceive giving and receiving feedback, in addition to best practices for delivering feedback effectively. Participants will practice giving and receiving action-oriented feedback with clarity.

### **The Art of Communication: Difficult Conversations**

In this workshop, participants will deepen and accelerate their ability to navigate and hold difficult conversations. Participants will learn a framework and some of the research underpinning effective conversations. They will then apply what they learn to a challenging conversation of their own.

### **Navigate Change with Confidence: A Leadership Workshop**

Are you ready to lead your team through organizational change? This workshop equips leaders with the tools and strategies to effectively manage change, minimize resistance, and drive successful outcomes. Learn how to communicate effectively, build trust, and empower your team to embrace change. Understanding the psychology of change and applying proven change management methodologies will equip you to navigate uncertainty and create a positive change experience for everyone involved.

### **Creating a High-Performing Team Culture**

Effective teaming is vital to getting things done quickly and collaboratively. Utilizing the latest industry research on team effectiveness and trust, participants in this workshop will focus on the facets of building a high-performing team. A deep dive into psychological safety and team decision-making are options in this module.

### **Building Community through Peer Coaching**

We can foster a culture of learning by listening, sharing our stories, and supporting each other through real-time challenges. In this introductory workshop, you will learn simple peer coaching techniques and practice them with your fellow attendees using real-time leadership challenges. Peer coaching is increasingly used by Fortune 500 companies, promising start-ups, universities, and government organizations.

### **Creating and Building A Team Vision**

Leaders communicate a team vision--their values, mission, strategy, and goals – to create a collective sense of purpose for the team. Participants will practice sharing their team's vision so they can communicate it in an inspiring and compelling way.

### **Cultivating Leadership Presence**

In this workshop, participants will consider how to cultivate and enhance their leadership presence. The workshop explores the dimensions of non-verbal and verbal communication, strategies for engaging your audience, and how to develop your authentic voice. Participants will also practice and receive feedback on their presentation skills.

### **Cultivating Team Belonging**

Learn how to positively impact your team and organizational culture by building an inclusive team culture. This workshop explores the science behind belonging and psychological safety, empowering participants to foster inclusive team environments.

### **Introduction to Mindfulness and Compassion**

Emotional Intelligence and mindfulness are tools that leaders use to manage change, stay resilient, and inspire others. This workshop will introduce the latest research on emotional intelligence, mindfulness, and compassion and provide an opportunity to practice these valuable techniques.