

Leadership Development Program

The Leadership Development Program is designed to be structured into custom packages of half-day or one day workshops, selecting stand alone modules to meet the participant's learning and development needs. Delivery of the workshops may be in-person or on-line.

Workshop Module Options:

Module 1 – Growth Mindset Culture

Objectives:

- Discover and learn the concepts of Growth versus Fixed mindset and the impact on building culture
- Gain understanding of SCARF Threats and Rewards model and impacts on people
- Learn about the concepts of Reality Based Leadership
- Practice tools

Module 2 - Recruitment and Selection Strategies

Objectives:

- Review importance of human resources planning
- Review and develop job profiles
- Identify effective recruitment and advertising strategies
- Review and practice selection strategies

Module 3 – Retention Strategies

Objectives:

- Identify the Elements of High Retention Organizations
- Identify Retention Strategies
- Identify generational value shift differences
- Share and Generate Ideas

Module 4 - Performance Feedback Program

Objectives:

- Discover the purpose of employee performance feedback and the ASK approach
- Review the performance feedback 4 Step Cycle and identify each steps purpose
- Review and practice Performance Evaluation Tools such as Performance Conversations Guide

Module 5 - Improving Employee Work Performance

Objectives:

- Discover the purpose of performance improvement
- Identify the factors contributing to poor performance
- Learn about a performance improvement process and developing performance improvement plans.
- Review and discuss legal considerations

Module 6 – Building Teams with Conflict Management

Objectives:

- Obtain a general understanding of conflict and how to handle conflict in the workplace.
- Use the Thomas Kilmann Conflict Mode to identify the 5 conflict types.
- Discuss the appropriate times to use the benefits/costs of each Mode.
- Discuss the strengths and blind spots in handling conflict.

Module 7 – Workplace Coaching

Objectives:

- Discover the difference between workplace coaching and other disciplines
- Identify the coaching model and basic coaching principles.
- Practice coaching tools and techniques – for personal/ professional growth as well as application in the workplace.
- Identify situations to use workplace coaching to help identify, commit to and accomplish goals – and celebrate the progress made.

Module 8 – Personalities at Work

Objectives:

For Individuals:

- Provide the opportunity to identify your preferred personal style and apply this knowledge to assist in personal development and growth
- Identify personal strengths and potential blind spots

For Teams:

- Build relationships and enhance communication within teams and among team members
- Identify team strengths and potential blind spots
- Discover different types of personalities in the workplace
- Identify team gaps and how they might be addressed

As this Leadership Development Program evolves, we have the flexibility to expand to additional modules to address any other training needs that are identified.

A “**Certificate of Completion**” will be issued to participants at the completion of each workshop and a “**Leadership Development Certificate**” will be issued to participants that complete the entire program.

Workshop Fee Structure:

Fee Structure	Rate (+ GST)
Workshop Modules: <ul style="list-style-type: none">• 1/2 Day course (3 - 3.5 hours / module)	\$1,350 per Workshop Module
Other Workshop Fees <ul style="list-style-type: none">• Course Materials / workshop• Assessments (Thomas Kilmann)	\$25 per participant / Module \$40 per participant