

Leveraging the Emerging Leader:

5 workshops over 5 months with leaders emerging as students of their environments and a solid foundation in core leadership principles.



Philosophy

The greatest learning takes place when people are sensitized and hyper-aware of their environment and are able to extract the necessary "lessons" from their day-to-day experiences.

Key concepts and theories are most valuable when integrated with common sense strategies and applications in the workplace. Training processes start with increased awareness of self, surroundings and relationships.

Participants move from intellectualizing concepts to applied processes that have outcomes that support their actions and personal development in each of the focus areas. They commit to their own learning through personalized action and accountability plans to move the learning from the workshop to the workplace.

Participants are guided to become students of their environment on an ongoing basis, developing an action-learning model for their work and their lives so they can engage continuously as self-directed learners.



Course Content, Delivery Methods and Course Materials



All course content will be in alignment and integrated with the goals, vision and values of the organization. We work with you to co-design any customisation that will improve the 'sticky-ness' factor for the leaders, bringing the context of your organisation into the course material.

Every workshop will:

- Be interactive.
- Have key concepts and theories introduced by facilitator.
- Involve all participants in small group discussions for the sharing of personal observations and experiences of each concept.
- Have small groups share their observations and conclusions with the larger group, and engage large group discussions to further develop the concepts and applications.
- Invite creative development of strategies to integrate concepts into the workplace most effectively and authentically.
- Engage participants in demonstrations and examples.
- Shift participants thinking to increase perspectives and open possibilities in their growth and development in the content area.

Each participant will receive a binder with content tabs. Handouts and materials will be distributed at the beginning of each workshop.

Every participant will develop a personal action and accountability plan at the close of the workshop.

Each participant will complete a self-evaluation at the end of each workshop indicating growth, awareness, or change in perspective in key concept areas.

Every participant will provide an evaluation of the workshop and the facilitation at the completion of each workshop.



To book a consultation, or for more information,

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The table below highlights processes that will be used to deliver the program:

Process	Frequency	Purpose/Details
a. Assessments	Once, before first workshop	MBTI or your preferred behavioural profile assessment provides understanding of: <ol style="list-style-type: none"> 1. their own natural preferences, the that of those different to them 2. how they influence the team environment 3. the benefits of diversity in teams 4. team dynamics 5. self-awareness
b. Workshops	Monthly	<ul style="list-style-type: none"> ➤ Triad and Mentoring <ul style="list-style-type: none"> • Coaching and Mentoring skills • Core Pillars integral to Triad Coaching ➤ Team Building <ul style="list-style-type: none"> • Assessment Debrief • Understanding and working with different individuals in a team ➤ Communication, One Conversation at a Time <ul style="list-style-type: none"> • Examining Communication • Communication Styles • Cleansing our "Communication Filters" ➤ Developing Trust <ul style="list-style-type: none"> • Questioning Trust – What is It? • Testing Trust Levels • Trust – The Organizational Context ➤ Conflict Management <ul style="list-style-type: none"> • Developing Awareness and Foundation • Response to Conflict • Personal Tool Kit Inventory <ul style="list-style-type: none"> • Coaching Practice • Mentoring Practice • Understanding Team Dynamics • Action and Accountability • Listening – the underestimated skill • Technologies • Action and Continuous Investment • Dangers and Breakdowns • Creating a New Climate • Action and Continuous Investment • "Insulation" Strategies • Barriers and Prevention • Action and Accountability
c. Triad coaching	Monthly, with internal colleagues	The same purpose as individual coaching, but with a different context which brings out different learning. It also establishes a strong internal network which continues after the process is complete.
d. Triad Coaching Training	One day	Training in the 'how to' of triad coaching and setting up the charters for each coaching triad.
e. Action Learning	Ongoing	A specific area in their <u>existing</u> work responsibilities is identified as the context for the testing of their learning from each workshop.
f. Mentorship	Monthly (for 9 months)	In the latter half of the program, participants will be meet monthly with a mentor as well with a mentee.
g. Individual coaching <i>with a professional executive level coach.</i>	Monthly (for 6 months)	To deepen and anchor their learning. They will choose from a team of talented professional coaches that are associated with me and know how to integrate their coaching with the broader program. If you are already using coaches that you would like to continue using as part of this program we would figure out a way to make that work.