

EXPLORE

ENGAGE

EMPOWER



People Leadership Fundamentals



Attendees

This program is designed for:

- New or aspiring front-line leaders (supervisors, team leads, managers, etc.)

Build a solid foundation to effectively manage and lead others. This professional development program is designed for new, emerging, or aspiring leaders who are striving to become more effective people leaders.

As a leader, you have a critical role to play in the success and development of others. People Leadership Fundamentals is about building better relationships with employees to navigate the everyday challenges of leading others.

This two-day learning experience will enhance your impact as a people leader. You will build the leadership skills and mindset you need to drive employee engagement and performance.




Powerful Learning Outcomes

- Explore the skills, behaviours, and attitudes that contribute to effective leadership.
- Understand the importance of being aware of how you show up as a leader and your impact on others.
- Develop approaches to build trust and strengthen relationships with your direct reports. Achieve the right balance between engagement and performance.
- Build leadership skills and define actions to include in your daily activities to ensure open and honest two-way communication feedback with your direct reports.
- Use a reflective and experiential approach to deepen your learning about leadership and your role as a leader.



Program Overview

DAY 1	DAY 2	 POST-PROGRAM ADD-ON (OPTIONAL)
<p>SETTING THE CONTEXT:</p> <ul style="list-style-type: none"> • Understanding and embracing the role of the leader • Leadership skillset and mindset, and impact on employee engagement and performance <p>SELF-AWARENESS:</p> <ul style="list-style-type: none"> • How you show up and your impact as a leader • Seeking feedback • Intent vs. impact <p>MANAGER-EMPLOYEE RELATIONSHIPS:</p> <ul style="list-style-type: none"> • Emotional intelligence • Empathy 	<p>MANAGER-EMPLOYEE CONVERSATIONS:</p> <ul style="list-style-type: none"> • Building trust • Setting clear agreements <p>LEADERSHIP CONVERSATIONS:</p> <ul style="list-style-type: none"> • Types of conversations • Diagnosing employee needs and adapting your approach • Active listening <p>GIVING FEEDBACK:</p> <ul style="list-style-type: none"> • Positive/reinforcing and constructive/redirecting feedback • Moving from feedback to dialogue <p>BRINGING IT ALL TOGETHER:</p> <ul style="list-style-type: none"> • Solidifying the learning • Individual reflection and action planning 	<p>Personalize your learning, deepen your self-awareness, and solidify your development priorities with a post-program coaching package that will include:</p> <ul style="list-style-type: none"> • Completion of a robust personality assessment, followed by an individual debrief with a qualified Leadership Coach

High-Impact Learning Experience

- A collaborative approach to professional development using a learner-focused style.
- Peer-supported experiential learning focused on doing, sharing, and reflecting.
- Practical learning, put in context.
- A chance to connect and discuss with a variety of peers.
- Opportunities to apply individual work experiences and challenges to the learning.