



ELEMENTAL
TRAINING & DEVELOPMENT



A LEADERSHIP SERIES FOR WOMEN LEADERS

*Practical leadership tools for real workplace
dynamics.*

For **ELEVATE 360** Alumni and women leaders new to the program.

Why Women-in-Leadership Matters

- ✓ Build credibility **without over-explaining** or over-justifying.
- ✓ Communicate with **brevity and authority** in meetings and updates.
- ✓ Set boundaries and manage workload **without backlash**.
- ✓ Strengthen influence and visibility in **matrix environments** (*cross-functional, shared accountability*).
- ✓ Lead difficult conversations with **calm, clear expectations**.
- ✓ Navigate double-binds (warm vs firm) with **behavioural flexibility**.

Real Work Moments

- ✓ Reclaiming credit in meetings.
- ✓ Saying no without over-explaining.
- ✓ Responding to undermining side comments.
- ✓ Holding your ground under tone-policing (*style-based pushback*).
- ✓ When expectations keep changing.

How it works

Our proven process to develop high-impact leaders

- ✓ **Assess:** Complete a DISC Assessment to gain behavioural insights and leadership range reflection.
- ✓ **Learn:** Practical tools, scripts, and frameworks.
- ✓ **Apply:** Practice scenarios and real-play conversations.
- ✓ **Grow:** Micro-actions, accountability, and a personal leadership playbook.

Participants receive:

Boundary Script Bank | Credibility Toolkit | Influence & Visibility Plan | Difficult Conversations Playbook | Leadership Playbook

Let's build stronger teams together! Start the conversation today!
1 (902) 237-9095 | claudina@elementaltalent.ca | www.elementaltalent.ca



The 4 Pillars of Women Leading Well: Leadership Range in Action

✓ **Credibility & Presence**

- Lead with clarity: concise updates, strong framing, decision language
- Hold the floor and manage interruptions with calm authority.
- Build trust without over-functioning or over-explaining.

✓ **Boundaries & Expectations**

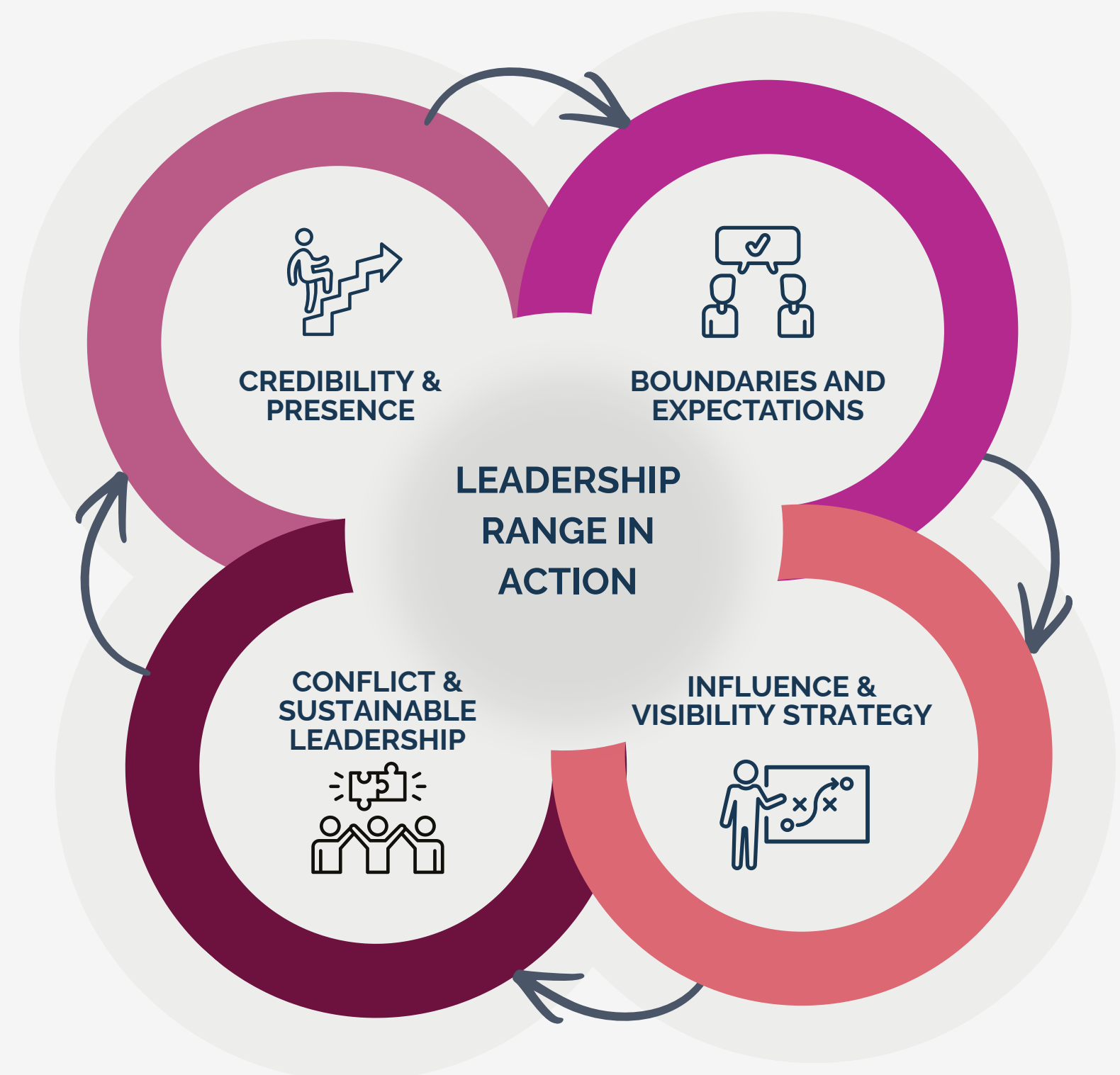
- Set clear boundaries that protect time, focus and standards.
- Clarify roles, decision rights, and ownership.
- Reduce invisible workload with trade-off language and delegation.

✓ **Influence & Visibility Strategy:**

- Map stakeholders and build sponsor relationships.
- Increase visibility in the moments that matter.
- Communicate strategically across teams and senior leaders.

✓ **Conflict & Sustainable Leadership:**

- Navigate double-binds (warm vs firm) with behavioural flexibility.
- Handle undermining moments without spiraling or avoiding.
- Lead sustainably: energy protection systems, not just self-care.



Choose your Pathway

Same outcomes. Same tools. Different starting point.

✓ **ELEVATE 360 Alumni (Advanced):** continuation series with deeper practice and real-play scenarios.

✓ **Standalone Cohort:** includes a brief foundations component for leaders new to ELEVATE 360. Foundations include behavioural insights and core communication tools.

Available in 6 or 8 sessions | Virtual or in-person

About the Facilitator



Claudina is a behavioural specialist who uses behavioural insights to customize professional development.

Her approach helps leaders understand how they show up under pressure — and how to expand their leadership range with practical tools they can apply immediately.

With a strong focus on credibility, communication, boundaries, and leadership growth, Claudina supports women leaders through interactive, scenario-based workshops grounded in real workplace dynamics. Leaders leave with practical strategies, scripts, and an action plan they can use right away.

