



ELEMENTAL  
TRAINING & DEVELOPMENT



ELEVATE 360  
WOMEN LEADING WELL



# 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](mailto:claudina@elementaltalent.ca) | [www.elementaltalent.ca](http://www.elementaltalent.ca)





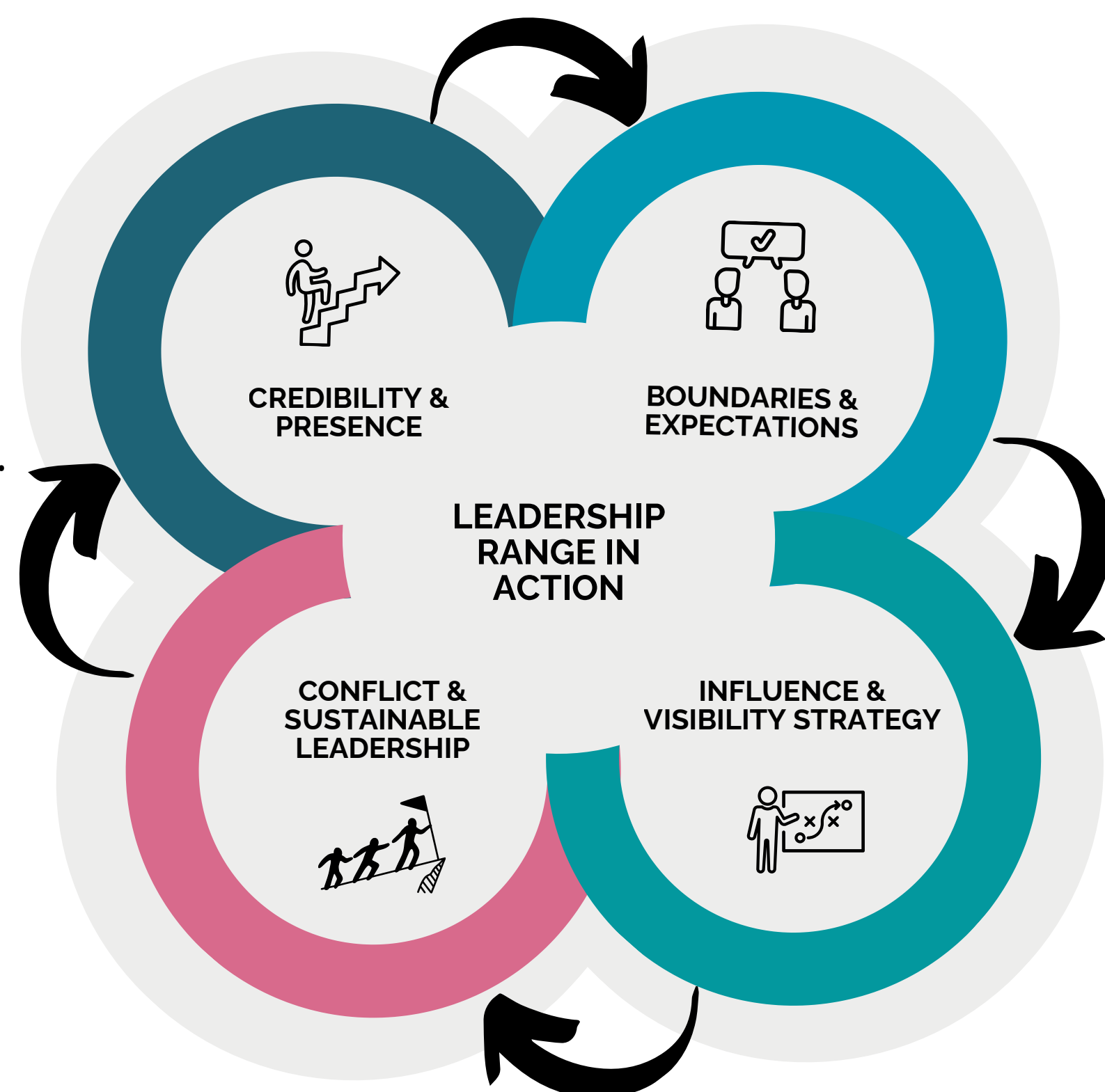
## The 4 Pillars of Women Leading Well: Leadership Range in Action

- ✓ **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.

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