IT IS NOT BACK TO WORK AS NORMAL

OUR TRAINING METHODOLOGY

Our training methodology is about **principle-based inside-out leadership** (knowing self-first; being self-aware and authentic).

We work with leaders who want to understand the needs of every member of their team deeply.

As a leader, they have …
Many people depend on them for different needs;
Direct reports they identify with and others that are more of a challenge;
Pressure to deliver results.

Would you like to have …
Clients raving about your team and their work.
Happier, more dedicated employees who get along.
Teams that not only perform but work together to make it happen.

Why do you need this?
Because leaders and their teams who understand how to better communicate with each other are:

- Happier,
- More productive and efficient,
- More engaged,
- Achiever better results,
- Have less conflict,
- Provide better experiences for their client

What will this do for you as a leader?
You will learn proven concepts and models that will help you effectively communicate:

- Managing change,
- Building trust for greater accountability,
- Influencing decision-making,
- Setting and creating high expectations.

How will you do this?
We have designed a series of virtual workshops that provide proven concepts that are:

- Easy to consume/digest,
- Practical,
- Memorable,
- Instantly applicable and actionable,
- Interactive.

We empower your potential, new and existing leaders to:

- Think on their feet
- Communicate more effectively
- Build them up for success

Our methodology is a tangible, holistic leadership development solution underpinned by a simple, precise, scientific method.

It simplifies and grounds the multifaceted concept of leadership in the range of principles that guide leaders' thinking, behaviours and approaches to leading. It stems from the belief that leaders grow their effectiveness and influence by internalizing fundamental principles.
Such leaders lead with conviction yet remain open to new learning and feedback. Principle-based inside-out leadership engages the leader's belief and value system instead of merely relying on theory, models and tactical approaches.

LEADERSHIP PRINCIPLES ARE FOCUSED ON 3 FOUNDATIONAL AREAS TO DEVELOP PSYCHOLOGICAL SAFETY

LEADING SELF

Inside-out
Leadership
Development
Principles

LEADING CHANGE

LEADING OTHERS
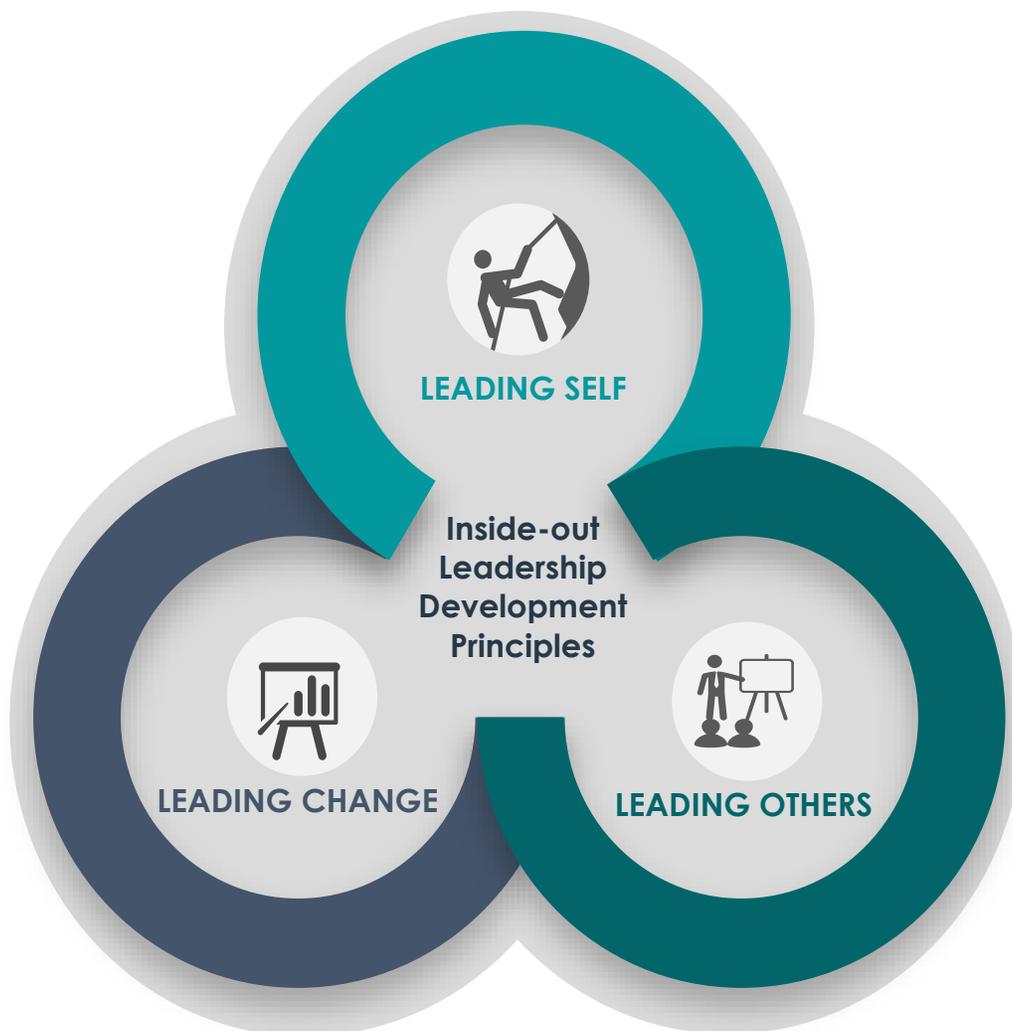
LEADERSHIP PRINCIPLES

The leadership principles are focused on three foundational areas of leadership, namely:

Leading self: What the leader models in their person (intrinsic foundation and self-mastery);

Intrinsic Self:
- Understanding Self and Others; - completed

Personal Mastery:
- Emotional Intelligence.
- Happiness at Work.
- Modifying your Communication Style.
- Communicating Expectations
- Introvert Leaders.
- Self-reflection – Exploring Biases.
- Transitioning from TeamMate to the Manager.

Leading change: The direction the leader can give (work-role abilities)

Awareness and abilities:
- Capitalizing on your Competencies.
- Problem Solving and Decision Making.
- Establishing Trust.
- Managing Conflict.
- Creativity and Innovation.
- Pessimism.
- Strategic Prioritization.

Resilience:
- Recognizing the Paths to Change; - completed
- Resilience and Why it Matters

Leading others: The level of engagement and commitment the leader can get from others (interpersonal skills and development practices)

Interpersonal effectiveness:
- Coaching as a Manager and Difficult Conversations.
- Building Relationships – Servant Leadership.
- Team Dynamics: Reviewing your Team.
- Building Support: Communication.

Growing others:
- Prioritization and Time Management.
- Delegation and Empowerment.
- Communicating Expectations – Accountability.
- Giving and receiving feedback.
- Selling Styles: selling to different behaviours.
- Performance Evaluation.

OUTCOMES

- Scientific understanding and self-knowledge of leader's/potential leader's strengths and development areas in personal mastery, leading change, and leading others; and gaining the ability to plan their ongoing improvement.
- Have insight into leadership challenges regarding beliefs, values, and personal disciplines.
- Demonstrate improved personal leadership competencies.
- Knowing oneself better and becoming more self-aware and committed to self-reflection as part of a leadership growth journey.
- It is understanding the internal/personal and external dynamics of change, following key processes, and recognizing change elements.
- They know that following a balanced approach to change demands competencies of both sensing the environment and planning a structured transformation process.
- They know how to use creative and innovative potential with principled leadership perspectives.
- They can implement change initiatives with higher confidence, personal conviction, and insight.
- They value the importance of relationship-building in leadership to improve communication, collaboration, and engagement.

LEADERSHIP DEVELOPMENT PROGRAMS
THE NEW PARADIGM OF LEADERSHIP

LEADERSHIP DEVELOPMENT PROGRAM

The following are a series of workshops created for future, new and existing leaders to assist them with some of the challenges they may face in their leadership journey.

- Each workshop is based on behaviour and builds on each other. Using the training and the information from the PDA (Personal Development Analysis), delegates can identify their preferred behavioural styles and learn how to modify their behaviour when communicating with others.
- We will customize all activities and scenarios to the audience participating in the session.
- We will provide appropriate scenarios and information for the various levels or participants.
- We can extract stand-alone workshops and courses from the Leadership Development Program when required.
- We can create a series of workshops, or you can select a module from the library.
- All participants receive a pre-read to encourage the session to be as hands-on and practical as possible.
- All participants will receive a certificate for each module and a final certificate on completion of all modules.

Description of popular modules

MODULE 1 - FOUNDATION
Each participant completes a PDA behavioural assessment - (Personal Development Analysis) – if you have recently completed a DISC-based behavioural assessment, we can use this information as the foundation.
Understanding Self and Others: This module teaches them the theory of behaviour, focusing on: • Effective Communication • Strengths and Development Areas • How to Modify Behaviour • Identifying Communication Styles in Others • Motivations Participants will develop a Personal Action Plan to assist in their development plans. This post-training learning for the day will reinforce personal goals, drive self-directed learning after the training, and reinforce behavioural development areas.

MODULE
We reference information from the PDA assessment to help them understand why they may struggle with prioritization.
Prioritization and Time Management: This module focuses on: • coping strategies to assist leaders in managing their time more effectively and prioritizing their tasks. • Participants are encouraged to practice prioritizing during the workshop and take away a practical application that they can implement. • We use the Priority Matrix to help structure their tasks.

MODULE
We reference information from the PDA assessment to help them understand why they may struggle with delegation.
Delegation and Empowerment This module focuses on: • Delegating more effectively • Developing action plans to recognize and address barriers to effective delegation. • Participants use the prioritization points from the previous module to assist with delegating tasks.

MODULE
We reference information from the PDA assessment to help them modify their behavioural style to the other individual.
Building Relationships: Using the learning from the Communication module, this focuses on: • How to identify different behavioural styles to yours. • Tips and techniques on modifying your preferred approach to provide team members with the leadership style they may need/ prefer. • Understand your role in motivating team members and tips to support you.

MODULE
We reference information from the PDA assessment to help them modify their behavioural style to the other individual.
Coaching as a Manager and Difficult Conversations: Using the learning from the Communication module, this focuses on: • Effective communication using the coaching conversation. • How to have a difficult conversation. • The gift of open and honest feedback. • We provide tips on recognizing the person's communication style and adapting to a difficult conversation.

Module
We reference information from the PDA assessment to help understand how their behaviours impact their ability to accept and adapt to change.
Recognizing the Paths to Change: This module focuses on: • Understand how people respond to change and why resilience is critical in today's world of work. • Change is inevitable; how we respond and manage it determines how we successfully and continually transition people through it. • Change can be complex, but with exemplary leadership, people will feel engaged and involved in initiating, supporting, leading, achieving, and thriving in an environment of continuous change. • We provide strategies using individual behaviours on how they are most likely to behave during times of change, recognize that in themselves, and support others struggling with change. • We use the Four Rooms of Change methodology in this module.

Module
We recommend that each participant complete a Resilience assessment, but it is not essential for this module.
Resilience and Why it Matters: This module focuses on: • Examine the factors that underlie personal resilience. • Identify and discuss ways to build individual and team resilience. • How to build resilience to adapt and respond to ongoing change. • We build on Recognizing Paths to Change in this module.

MODULE
We use information from the PDA assessment
Capitalizing on your Competencies: This module focuses on: • Highlight competencies that are natural strengths. • Highlight competencies that may take more energy to complete.

Module
We reference information from the PDA assessment to help them understand how to leverage their strengths and identify weaknesses when keeping teams accountable.
Communicating Expectations - Accountability: This module focuses on: • How to keep your teams accountable. • Recognizing Above and Below the Line thinking. • What is your Accountability style? • "Leadership styles" and how to hold others accountable - 'wait & see' vs' coerce & compel.' We use the Steps to Accountability methodology in this module.

Module
We reference information from the PDA assessment to help them recognize how their behaviours impact their problem-solving and decision-making.
Problem Solving and Decision Making: This module focuses on: • Introducing Decision-Making Styles (DMS), based on PDA principles, and the strengths of each style. • Exploring different preferences for gathering information for decisions. • Identifying different biases and how they will influence decision-making. • Exploring the impact of how we filter information.

MODULE
We reference information from the PDA assessment

Pessimism:

Using the learning from the Communication module, this focuses on:

- Identify team members that recognize the worst-case scenarios and their impact on the rest of the team.
- Recognizing that they may not be comfortable communicating openly and could engage in back-room conversations, side-texting in Zoom calls, etc.
- It recognizes when to listen to a pessimist and helps them move forward.

Module

Performance Evaluation:

This module focuses on:

- How to set goals and objectives with your team.
- Communicating expectations.
- Identify factors that contribute to performance.
- Identify gaps and training opportunities with team members to improve performance.

Module
Each participant completes an Emotional Intelligence assessment

Emotional Intelligence:

This module focuses on:

- How well do people understand and manage their own emotions?
- How leaders apply emotional intelligence to engage others and understand the impact of behaviour and feelings on others.
- How do they use this knowledge to manage relationships?

We use the information from their Emotional Intelligence assessments to guide them during this module.
It is a more personal and reflective module.

Module

Managing and Avoiding Negative Conflict:

This module focuses on:

- Recognizing the difference between good vs negative conflict.
- Practise recognizing a simple concept (direct/non-confrontational) using an inside-out approach.
- Empower You to recognize the different behavioural tendencies of others.
- Develop strategies to support each other and prevent 'negative conflict'.
- Putting them to action in relevant scenarios.

Module
We reference information from the PDA assessment

Transitioning from TeamMate to the Manager:

This module focuses on:

- Understanding your leadership style.
- How to speed read your team (if they have not done the PDA) or if they have done the PDA we analyze the Group Team Reports.
- How to modify your communication style to communicate more effectively with your team.
- Establishing trust through Psychological Safety to avoid "negative conflict" through open communication. - Either in this workshop or as another workshop - "Avoiding and Managing Negative Conflict"
- 5. Apply the learning from previous modules (if relevant) eg:
  - recognizing the people respond to change differently and how to support and encourage them through the change.
  - apply accountability steps to practical scenarios
  - revisiting biases and what the team may be experiencing