



Leadership Development Catalogue

Managing People & Teams

Live Virtual 60-Day Program
In-Person Two-Day Program
New and Existing Leaders
Delivered by Jennifer Deane Coaching

Overview

Managing People & Teams provides the essential management principles and practices every new leader needs to lead their teams and team members effectively. What every new leader needs to know is how to lead themselves, their teams, and the organization effectively.

Beyond traditional responsibilities like delivering results and managing teams, today's leaders require skills in shifting from individual contributors to leaders. Managing People & Teams provides training and support to equip new managers for success, resulting in higher retention rates and inspiring new leaders to thrive in their roles.

Deliverables

- Deliver seven x 90 minute, highly interactive, facilitated virtual sessions
- Host virtual sessions on Jennifer Deane Coaching's Zoom Platform
- Includes web-tech support
- Coordinate two x 45-minute, self-directed learning pods
- Provide electronic handouts for all facilitated sessions
- Access to web-based portal specifically for Managing People and Teams
- Post program evaluation
- Program can be delivered in person over two days of training

Outcomes

Participants will emerge from Managing People & Teams with a foundational set of self and people leadership skills including an increased ability to:

- Connect with employees to understand what motivates them and build trust quickly
- Provide powerful feedback and ideas maximizing the employee's desire to act
- Observe and assess performance in a way that is accurate even while working remotely
- Articulate strengths and understand areas of development based on self reflection and feedback from others
- Empower their team's performance and learn how to set clear expectations, share feedback and hold accountability for commitments by effectively engaging in leadership conversations

Coaching for Engagement

Live Virtual 60-Day Program

In-Person Two-Day Program

Hybrid One-Day In-Person + 4-Week Program

Executive, Directors, Managers, and Supervisors

Delivered by Lidera Consulting Ltd.

Overview

Coaching for Engagement is a results-oriented workshop designed to inspire higher performance and increase engagement. Through practical techniques, leaders can elevate their teams' performance while providing additional services and achieving more with less resources.

Whether your company is growing, downsizing, or undergoing change, the common misconception is that more people, time, or resources are needed to enhance performance. However, this program emphasizes maximizing the performance of existing personnel, which then increases employee engagement without the necessity of additional time or resources.

Deliverables

- Highly interactive, facilitated sessions
- Five self-directed Pod meetings
- Five practicums where leaders apply cornerstone techniques in real-life
- Electronic workbooks for each session
- 1:1 coaching session for each participant with a certified coach
- Post program evaluation
- Participant manual

Outcomes

Participants will emerge from the program with an increased ability to:

- Inspire higher engagement and performance
- Connect with employees and teams in a way that builds trust
- Learn the subtle nuances that create profound differences in the way they provide feedback, ideas, and communicate
- Build the confidence and competence to have difficult conversations, respectfully

PromotAbilities

Live Virtual 90-Day Program
In-Person Two-Day Program
Emerging to Mid-Level Leaders
Delivered by Jennifer Deane Coaching

Overview

PromotAbilities helps organizations accelerate balanced leadership by increasing the overall Promote-Ability of emerging to mid-level leaders. Participation will help your employees to better position themselves for future opportunities for advancement or lateral movement across the organization.

PromotAbilities is designed to empower and equip your employees with capabilities, tools, and an approach to manage their careers more effectively. The program focuses on increasing the participants' promotability via measurement, education and calibration. The program anchors are the Promotability Assessment, competency training and employee-direct leader alignment.

Deliverables

- 10 x one-hour live facilitated sessions
 - Direct leaders are invited to attend three of the sessions
- Welcome package
- One x 30-minute assessment debrief coaching session for each participant and their direct leader
- Mid and End of Program status meetings with organizational sponsor
- Access app with curated content, tools and templates, including career development editable worksheets
- Assessment and Reassessment
- Program can be delivered in person over two days of training

Outcomes

- Improve Promote-Ability by enhancing participant's:
 - Confidence
 - Communication and presentation skills
 - Work-life integration skills
 - Awareness of strengths and areas of development as it relates to their career progression.
- Improve leadership skills by enhancing direct leader's:
 - Coaching skills
 - Ability to support their direct report's through an effective career management and development process

Facing The Tiger

Live Virtual Four x 90-Minute Workshop
In-Person One-Day Workshop
All Leaders and Individual Contributors
Delivered by Lidera Consulting Ltd.

Overview

Facing the Tiger guides leaders to navigate difficult conversations with respect and maximizes their ability to reach a mutually agreeable solution. This workshop provides strategies on how to quickly and easily address an awkward or inappropriate situation, before it becomes a bigger issue. Whether participants are formal leaders such as managers or VP's, or individual contributors, everyone has a responsibility to treat each other with dignity and respect. Facing the Tiger equips individuals with research-based, practical strategies to create and maintain respectful relationships, easily.

Deliverables

- Four-step model to self-assess participants experience of an interaction
- Five-step research-based model for having difficult conversations, effectively
- One pre-session meeting to customize content to specific needs
- One participant Pre-Survey
- Post program feedback survey
- Sustainment strategy

Outcomes

Facing the Tiger will better enable participants to:

- Understand how their own perceptions can influence their experience
- Assess an interaction to choose the best strategy to address the situation
- Understand how tone, body language, and words can impact others
- Frame a difficult conversation in a way the other person is more receptive
- Use a five-step process for engaging in a difficult conversation respectfully
- Co-create agreements that allow both parties to move forward
- Follow-up with colleagues to support agreements and progress

Leaderstamp

Live Virtual Six-Week Program
In-Person One-Day Program
New and Existing Leaders
Delivered by Jennifer Deane Coaching

Overview

Leaderstamp is a foundational self-leadership development program designed to fill your organizational pipeline with confident, effective leaders who are positioned and prepared to rise and lead.

The program is designed to help leaders define a clear leadership identity that enables them to inspire and lead themselves and others to create results

Deliverables

- Deliver six x 60 minute, highly interactive, facilitated virtual sessions
- Host virtual sessions on Jennifer Deane Coaching's Zoom Platform
- Includes web-tech support
- Coordinate two x 45-minute, self-directed learning pods
- Provide electronic handouts for all facilitated sessions
- Post program evaluation
- Program can be delivered in person over one day of training

Outcomes

Participants emerge from the program with increased self-awareness and a clear foundation from which to lead themselves and their teams to achieve company goals. The organization benefits from a set of purposeful, fulfilled, and motivated leaders who are prepared to positively shape the culture of your organization.

Leaderstamp will allow participants to emerge with:

- Increased self-awareness of their values, strengths, weaknesses, vision and goals
- Improved ability to communicate their leadership vision
- Improved relationship-building strategies
- Improved efficiencies as a result of the development of effective habits and smart goals

Leading Through Change

Live Virtual Three x 90-Minute Workshop
In-Person One-Day Workshop
Executive, Directors, Managers, and Supervisors
Delivered by Lidera Consulting Ltd.

Overview

Leading Through Change is designed for leaders across all levels, from front-line through to senior executives, who strive to lead others through organizational change. Whether they are charged with designing and implementing the change, compelling others to embrace change, or just adapting to a change that's being implemented—this workshop provides them with the strategies, tools and techniques needed to help lead themselves and others through change.

Deliverables

- Six-hours of the most current, research-based change strategies
- Participant hand-outs
- Virtual session is hosted and includes a web-tech
- One self-directed small group meeting
- Deliverable notes

Outcomes

Leading Through Change will empower leaders to build and refine their leadership skills, enabling them to:

- Understand the impact(s) of change on performance
- Understand why people resist change
- Assess the need for change and what is driving the need
- Identify key stakeholders and how they'll be impacted
- Use proven change strategies to maximize involvement and minimize resistance
- Evaluate the change and sustain the change ongoing
- Work on a current changes happening in their organization

Inspiring Accountability

Live Virtual 30-Day Workshop
In-Person One-day Workshop
Teams (Including Direct Leader)
Delivered by Jennifer Deane Coaching

Overview

Activating Accountability is designed to bring teams through a learning experience that establishes the foundation for a culture of accountability. Teams and their leader participate in an assessment and three virtual learning sessions to build trust and psychological safety on the team, increase engagement and motivation, and improve their structures and processes to ultimately increase accountability.

Deliverables

- All team members complete a self-assessment
- One x 30 minute coaching session with the Team Leader
- Three x 90 minute live facilitated sessions with the entire team

Outcomes

Team members will emerge from the program with an increased ability to:

- Assess their own level of accountability and diagnose where they would like to develop their skills
- Differentiate between responsibility and accountability and know how to use this differentiation to make their job easier
- Learn the key ingredients that need to be established in every task or project to activate accountability right from the outset
- Proactively plan for obstacles and delays in tasks and projects, and find ways to overcome them
- Inspire action by sharing purpose and desired outcomes for every task and project
- Lead three essential leadership conversations to clarify responsibilities, activate accountability, and hold accountability with direct reports, peers, and leaders who are senior to them
- Align with team members to create unity, empowerment and ultimately accountability

The Resilient Leader

Live Virtual Six-Week Program

In-Person Two-Day Program

Executive, Directors, Managers, and Supervisors

Delivered by Lidera Consulting Ltd.

Overview

The Resilient Leader program helps leaders reignite their energy, confidence, and focus to deliver on their priorities and lead teams more powerfully, while feeling a greater sense of calm, certainty, and satisfaction. The program uses research-based, practical strategies tailored specifically for leaders to apply immediately in their lives.

Deliverables

- Six research-based strategies to build and fortify resilience
- Four challenges that can get in the way of building resilience
- Four strategies to overcome those challenges
- A powerful six step process for setting and achieving goals
- Individual, dyad, and group work
- One 1:1 coaching session for each participant
- Practice one research-based strategy each week
- Participants leave with their own, customized, actionable, personal resilience development plan

Outcomes

Participants will emerge from the program with an increased ability to:

- Understand their current state in six different resilience areas
- Apply strategies into work and home lives
- Identify four limiting beliefs and implement strategies to overcome those limiting beliefs
- Work with colleagues to support and sustain their resilience

Reignite Your Resilience

Live Virtual Six-Week Program

In-Person Two-Day Program

Anyone Seeking to Reignite Their Resilience

Delivered by Lidera Consulting Ltd.

Overview

Reignite Your Resilience is an interactive series designed to help participants recharge their energy, confidence, and sense of feeling alive. This interactive experience enables individuals to navigate their professional and personal goals, with more ease and fun.

Deliverables

- Six research-based, practical behaviours that are essential to re-building resilience and regaining energy, confidence, and focus
- Four common challenges that can hold people back and how to overcome them
- Four effective strategies to overcome those challenges that hold us back
- A six-step process to help participants set and take action on any goal

Outcomes

Participants will emerge from Reignite Your Resilience with the ability to:

- Assess their current state of resilience in six specific areas
- Immediately apply one of four techniques to boost their vitality
- Clarify personal values and magnify their sense of purpose
- Feel more gratitude, positivity and resourcefulness
- Learn emotional intelligence techniques to self-calm in any situation
- Apply a new resilience strategy each week, creating a synergistics effect
- Leave with a personalized resilience plan specific to their needs