



Strategic Thinking

Stimulating insights and applying imagination to drive organizational alignment

Based on Balanced Scorecard fundamentals, leaders will explore business strategy through the lens of competitive landscape, SWOT, strategy maps and communication plans. Learn to avoid missing important cues that can crush results while you develop a strategic mindset that helps you predict business success. Essential to the process are core tools and methods that are dynamic and flexible, and that can adapt to the constantly changing times. These tools must simultaneously promote future focused thinking and creativity if they are to ensure a competitive edge.



Execution Essentials

Leveraging operational excellence to transform business results

The ability to achieve key objectives consistently, over time, will be your competitive advantage. Explore the 6 major reasons for failure while you dive into common challenges and obstacles to successful execution. Discover why accountability is the key to everything and how to make sure it happens. Understand the language you must use when writing executable goals and how using the wrong language can stop you in your tracks. Map your processes to achieve organizational alignment while communicating an execution plan that keeps everyone engaged and committed to success.



Transition Management

Influencing others to embrace change even when they don't want to

Companies need people who can adapt and be creative if they ever hope to be truly innovative. Leaders must help their teams become more resilient and open to change. We all must deal with the inevitable disruptions and get things back on track, FAST. Learn how to tame the communication tiger when information inevitably gets out of the bag. Learn to manage any transition in a way that builds trust instead of destroys it, and avoid the problem of creating disengaged employees when things don't go so well.



Employee Engagement

Creating an environment that energizes people's heads, hands and hearts

Successful companies know that when employees are emotionally connected to the work they do and the people they do it for, productivity and profitability soar. Learn how much disengagement is actually costing you and explore the connection between employee engagement and customer loyalty. Learn what contributes to engagement and what causes it to erode. Delve into the world of motivation and come up with a plan to move people up the levels of initiative so they can become more engaged.

**Leadership
Mindset**

**Developing attitudes and behaviours that can
transform organizational culture**

Understand the core elements of a leadership mindset that can help shift the culture and positively impact the bottom line. Learn how building trust contributes to the bottom line and how you can achieve high levels of trust, FAST. Discover ways to focus attention in a world of ambiguity and uncertainty. Understand how the ability to lead leaders can be the one thing that changes everything. Explore why alignment of personal values to company values can build credibility and trust, and learn how attitudes and beliefs can inspire peak performance in you and in others.



**Personality
Patterns**

**Understanding, predicting and leveraging
differences in attitudes and behaviours**

Understanding human nature and the predictable parts of people's behaviour can help leaders and teams to significantly improve collaboration, communication and cooperation. Learn how personality patterns can explain why people think and act the way they do. Learn to resolve personality conflicts in a way that builds trust. Discover how to recognize when communication styles are causing misunderstandings so you can fix them or avoid them altogether. Explore how personality differences deplete energy and negatively impact morale. Learn why people get into decision deadlock and discover what to do about it.



**Performance
Potential**

**Motivating people to do their best and inspiring
them to be their best**

Develop leaders and get them ready to take on new challenges by developing competence, confidence, motivation and attitude that drive peak performance. Learn the 2 critical questions you must answer if you have any hope of managing performance. Determine what you need to do to ensure your team is capable of getting the job done. Discover how feedforward can rescue you from a feedback deficit. Discover what impacts peoples' confidence and motivation and stops them from wanting to do a good job. Learn how you can get people to self-manage while building accountability into the team.



**Diversity
Drivers**

**Harnessing differences to encourage inclusion and
generate business value**

Creativity and innovation rely on different perspectives to ensure the best ideas and solutions shine through. Learn how and why it makes good business sense to have a diverse team. Explore what it means to embrace diversity and why it's so hard. Learn about the show stoppers that kill your efforts to leverage diversity. Discover how unconscious bias might be getting in the way and why you may not even be aware it's happening. Discover key differences that make gender and generation worth exploring and discover what to do if you are contributing to the problem.

