

LEADERSHIP ^{NOT} IS LIKE EVERY OTHER JOB



Elevate | Leadership
Development Program





Who is it for:

Supervisors and front line leaders who want to improve their leadership skills in a range of areas.

Benefits:

Virtual learning that fits easily into your work day.

Learn from your co-participants who come from different industries and sectors.

An experienced facilitator with more than 20 years experience in different industries and cultures.

Over 12 weeks

Elevate

will cover a range of topics that are crucial to being an effective leader in today's fast paced and changing world.

“*I absolutely recommend the program to others. I have gained many useful insights, models, and new team-oriented leadership skills. It's a well laid out program; the pace is good, and the assignments were great to bring it all together.*

Mark Andrews, Lead, Genoa Design International

Module 1 - Introduction

This module provides an overview of program content, outlines expectations, and provides guidance on how the site works.

Module 2 - The Role of a Leader

Leaders are key to employee engagement and performance. In this module we will talk about the challenge of transitioning to a leadership role from within the team and the need to shift headspace from individual contributor, to leader.

Module 3 - Emotional Intelligence and Your Impact

As a leader our ability to understand and manage ourselves in a range of different situations is key. In this module we look at the concept of emotional intelligence, what is involved in being an emotionally intelligent leader, and prompt participants to consider their own strengths and trigger points.

Module 4 - Understanding People and Personality

Personality impacts behaviour. We will discuss how to recognize and appreciate different personality types, which is key to leading others effectively.

Module 5 - Managing Energy and Impact

Building on modules three and four, we look at how to manage energy and emotions in the workplace. The module prompts self reflection of a leaders impact on others, opportunities to improve our impact and how to manage emotions (both our own and those of other people) in challenging situations.

Module 6 - The ABCS of Performance

In this module we look at the ABCS of performance: Awareness, Buy-In, Capability, and Sustainability. We look at how to identify where performance gaps are and what actions to take.

Module 7 - Setting Expectations

Setting expectations clearly is the first step to effective management of performance. In module seven we will look at how to effectively set expectations of both task delivery and behaviour, and share some examples of how to do this in real life.

Module 8 - Giving Feedback

Giving feedback can be a challenging aspect of leadership for many people. In this module we look at how to give feedback effectively and how to receive it well so leaders can role model for their teams.

Module 9 - Coaching for Performance and Potential

In this module we will look at the core skills of coaching and how to coach to enable performance. As well, we will work through some examples on how to unlock the potential in our people.

Module 10 - Managing Conflict

We will look at what causes conflict between people, the different approaches to conflict people naturally have, and ways to manage the more common types of conflict in the workplace.

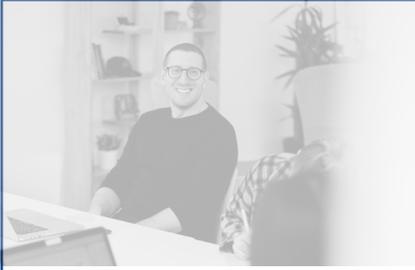
Module 11 - The Importance of Reward

What gets rewarded gets repeated. In our final content module we look at the importance of reward in motivating individuals and sustaining performance.

Module 12 - Action Planning and Next Steps

The last module of the series summarises key learning and has the individual look at how they will apply what they've learned, and what they can continue to focus on for the next 6 months to continue their development.





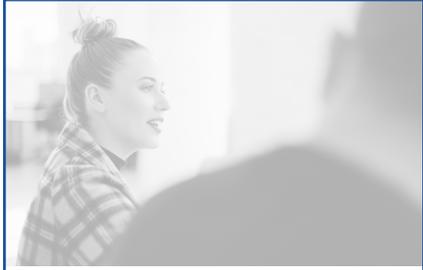
How it works:

Each week the participants will complete a self directed online module that covers the core concepts of the program.

Then, participants will take part in a webinar with the lead facilitator to reinforce learnings and answer any questions.

Over the duration of the program, there are three learning check ins, where participants complete knowledge checks and apply their learning to real life scenarios.

To pass, participants must complete 80% of the program, complete all check ins and achieve 80% or higher in the knowledge check.



The time commitment:

Participants should expect to spend about 2 hours a week in learning; 30-45 minutes a week completing the online module, and an hour of participation in the weekly webinar.

Each month participants complete a learning check in that should take about 60 minutes. The check in includes a knowledge check quiz, a scenario based question, and some self reflection questions. This allows the facilitator to ensure that the participants are grasping the learning and are practicing application.



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