



**DRIVING
ORGANIZATIONAL
PERFORMANCE
IS NOT EASY**

Propel
Advanced Leader
Development Program


ethree
ONLINE INC.



Over 12 weeks

Propel

focuses on increasing a leader's ability to effectively lead and manage their impact on others.

Who is it for:

Aimed at Manager & Director level participants, Propel focuses on helping increase each leader's ability to effectively lead and manage others by building their own self-awareness of their leadership strengths and development areas.

Benefits:

Over 25 hours of learning, including 8 hours of active facilitation, and 3 hours of 1:1 coaching.

The administration of Wiley DiSC Agile EQ report per participant.

The administration and delivery of an anonymous 360-degree feedback survey per participant.

Access to online materials for the duration of the program and 3-months beyond.

Licences for all articles.

Participants receive a discounted rate on 3 follow-up coaching sessions. Normally \$300 + HST per 60 minute session, participants will be offered 3 sessions for just \$750 + HST.

“ Leaders become great, not because of their power, but because of their ability to empower others.

– John C Maxwell

Program Outline

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Ahead of the program kick off, participants will complete a 360-degree online feedback survey on their leadership abilities as well as a DiSC EQ Agility assessment. Their results will be provided as part of the program content.

Module 1 - Welcome & Introduction

This module provides an overview of the program content, how and when we will connect as a learning cohort and how to use the learning site for the duration of the program.

Module 2 - Your Leadership Brand

As a leader, understanding your impact on others is crucial. Leaders drive performance and engagement, ensure results and are the custodians of company culture. In this module, we will explore the impact of leadership at this level in the organization and the importance of a clear leadership brand.

Module 3 - Understanding Emotional Intelligence

Emotional intelligence - defined as the ability to understand and manage your own emotions, as well as recognize and influence the emotions of those around you - is a critical leadership skill and a greater predictor of successful performance in a leadership role than technical ability or IQ. In this module we explore Daniel Goleman's model of EI and look at the elements that shape EI in individuals from personality to motives.

Module 4 & 5 - Building Your Own EI

Over modules 4 and 5, we will explore how participants can develop their own EI. During an individual 90-minute coaching session with facilitator, participants will receive the results of their 360-degree feedback assessment and DiSC EQ Agility assessment to help them focus on building their own EI and leadership ability.

Module 6 - Building Trust & Empathy

Leaders that excel in empathy and building trust are better at communication, building relationships, engaging teams and driving performance. But demonstrating empathy and establishing a true, trusting relationship with a wide group of people is not always easy. In this module we look at the importance of empathy and trust and actions that a leader can take to build trust in their team(s).

Module 7 - Understanding & Building Your Leadership Style

Leveraging the work done on previous modules, in Module 7 we explore the different leadership styles, helping participants connect to their style strengths and identify leadership styles they can develop to have greater success.

Module 8 - Communicating For Impact

Leadership is about communication. Everything we do as leaders involves ensuring we transmit the right information at the right time and in the right way to have the impact we want. In this module we look at how to tailor your communication style and approach to have a positive impact, regardless of the situation.

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Module 9 - Driving Performance

As a leader your role is to deliver results, both yourself and through those who work for you. In this module we look at how to create an environment with a focus on performance, how to set clear expectations and drive motivation to perform.

Module 10 - Fostering Accountability

Ensuring people deliver results is at the heart of the leadership role. In this module we look at how to address performance issue and challenges, provide feedback and have constructive accountability conversations that get results.

Module 11 - Building Capability

Leaders need to have one eye on the future to ensure that organizational performance is sustained. This means building capability not just to ensure performance today, but to ensure we can achieve the strategy in the future. In this module we look at the four elements to build capability as well as the role of coaching as a leadership style and skill.

Module 12 - Wrap Up & Close Out

In our final module we focus on application in practice. Participants book in for a final one on one coaching session to embed their learning and finalize their next steps. We wrap up the program with a final session with the group.



How it works:

A virtual program with a mix of learning activities including self-directed webinars, reading, pair activities, and coaching sessions. In addition to their joining instructions, participants are given access to the ethree learning portal where all materials and instructions are stored so they know what has to be accomplished each week. There is a final assignment and coaching session at the end of the program to provide individual feedback and support.

The time commitment:

Participants should expect to spend about 2.5 hours a week in learning activities.



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