

Design: 2-4 hour sessions; highly interactive; flipped learning design

Overview of the Leadership Development Series:

Some leaders are born but most are made by experience, better still with intentional learning. In this series we explore the differences between Management and Leadership and why both matter, and then focus on building the leadership skills of the participants. We ground this series in Emotional Intelligence, starting with the “Self-Awareness Competency”. Sessions are best spread over time to allow experimentation and practice during the program. The series can be tailored to groups of emerging leaders, high-potentials or existing leadership teams.

Management AND Leadership Today

- Best Managers
- Best Leaders
- Leadership for a VUCA World

The TetraMap™ Self-Assessment

- TetraMap Introduction
- Learning about Self Before Others
- Blindspots and Getting Feedback

The Leadership Styles Self-Assessment

- Understanding Your Leadership Style(s)
- Reading Your Team
- Flexing Your Style

Emotionally Intelligent Leadership

- Introduction to Emotional Intelligence
- EI Self-Assessment
- Goal-Setting for Development

Emotional Intelligence in Practice

- The Coaching and Mentoring Competency
- Leading Teams
- Humble Inquiry

Inspiring and Influencing

- Communication Skills for Leaders
- Presentation Skills
- Leadership “Presence”

Leading and Conflict

- Handling Difficult Conversations
- Asking vs Telling
- Mediation Tools

Creating the Culture You Want

- Culture is Messy
- Setting Expectations
- Supporting Systems for Culture Change

Customization Options:

We can adjust this program to meet your business needs: frequency of sessions, length and depth of sessions, virtual or in-person format.

Sustaining the change: We strongly recommend individual or group coaching during or at least after this series to help participants embed their new practices into habit. We offer multiple combinations of coaching for sustainment.