

Leadership Readiness 2.0

The Purpose of the Program:

This 3-day program is designed to prepare the participant for his/her first level supervisory/leadership role and grow the skillsets required for success. It focuses on responsibility changes between individual contributor roles and leadership roles. It provides participants with the know-how to build stronger formal and informal leadership skills so that they can become more effective and influential, regardless of assuming a leadership role.

Target Audience

Employees who are currently in individual contributor roles and have shown the potential to advance to supervisory positions with one or more direct reports or team members.

Objectives

The Leadership Readiness 2.0 program is designed to equip participants to:

1. Understand how tasks of a leader differ from tasks of an individual contributor
2. Explore what organizations look for when they select people for leadership roles
3. Understand your leadership baseline
4. Gain insights into your behavioural tendencies when you:
 - Communicate with others
 - Interact within a Team
 - Attempt to Influence Others
 - Deal with Change
 - Solve problems
 - Are in Conflict
 - Manage Stress
5. Hone skills associated with:
 - Achieving Results (including time management)
 - Shifting from “What’s” to “What’s and How’s”
 - Creating Leadership Presence
 - Building greater self-awareness
 - Responsibility, Accountability, Reliability and Dependability
 - Building Peer Relationships
 - Developing Cultural/Political Awareness
 - Managing Conflict and Difficult Conversations
6. Use tools, self-reflection and discussion opportunities to examine the leadership skills participants currently do and do not demonstrate.
7. Develop a stronger purposeful network within their organization

The Format and Approach

Participants gain the most from training programs that are interactive in nature and where the participant is contributing to table discussions, group discussions and completing the assignments given. Two (2) instructors will teach the course to provide the participants with diversity in learning styles and experience.

The course can be offered virtually, or the option of two in-person formats. The single week format includes:

- Introductory Webinar: 90 minutes
- Classroom week structure:
 - Monday pm – Classroom 12:30 – 4:30
 - Tuesday am – Classroom 8:30 – 12:30
 - Tuesday pm – 1-1 Coaching sessions
 - Wednesday – Classroom 8:30 – 4:00
 - Thursday am – 1-1 Coaching sessions
 - Thursday pm – Classroom 12:30 – 4:30
 - Friday am – Classroom 8:30 – 12:00
 - Friday pm - 1-1 Coaching sessions
- 3 hours of individual coaching (either in person or via phone/Skype)
- Assignments and reflection
- Experiential learning activities within the classroom setting
- Closing webinar/group coaching session: 2 hours

Alternatively, the classroom sessions can be offered over three months with one classroom day per month followed by 1-1 coaching sessions that same week. For the virtual option, sessions can be offered over a three-month period consisting of weekly two-hour workshops followed by a week of 1-1 coaching sessions.

The Course Materials

Participants will be provided with course materials reflecting key concepts covered throughout the program. The cost of the materials is inclusive in the per participant price.

*The minimum number of participants for LR 2.0 is 18, and the maximum is 30.

For more information, please contact:

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