



# SOUNDLEADERSHIP

THRIVE-LEAD-SUCCEED

## 2023 TRAINING UPDATE



### UPSKILL

LEADERSHIP TALENT

### READY

EMERGING LEADERS

### INCREASE

LEADERSHIP WELLNESS  
AND RESILIENCE

### BUILD

HIGH PERFORMING TEAMS

### DELIVER

FINANCIAL RESULTS

# AMESSAGE FROM THE CEO

The post pandemic pace for leaders has not yet let up but offers many opportunities for those with a vision to explore new horizons.

Heading into a changing economic environment is never easy, even for the most seasoned leader, and requires not only a different perspective but teams ready to mitigate risk and capitalize on new opportunities quickly. It goes without saying that this needs to be accomplished in a more diverse, inclusive, and emotionally intelligent way.

In 2023, I am expanding my roster of Training Professionals at SOUNDLEADERSHIP to provide you with new offerings, including wellness and mental health training that will help you and your teams meet these changing realities.

We look forward to the opportunity to work with your organization in the coming year.

Lead Well.

*Sandi & The SOUNDLEADERSHIP team*



**SANDI HOKANSSON**  
**CEO**

SOUNDLEADERSHIP

#### ABOUT SOUNDLEADERSHIP

SOUNDLEADERSHIP Inc., is a North American based Leadership Development Company providing Coaching, Leadership Assessment, Leadership Training and Strategic Consulting.

SOUNDLEADERSHIP's Founder & CEO, Sandi Hokansson, is an accomplished C-level executive with a successful 25-year track record, whose passion is developing leaders' skills to compete in today's workplace.



# BIRKMAN - TEAM BUILDING & CULTIVATING TEAM EFFECTIVENESS MASTERCLASS

BUILDING TRUST, EMBRACING DIFFERENCES, LEVERAGING STRENGTHS & EXPERTISE [Facilitated by Sandi Hokansson]

Leveraging the power of the Birkman Assessment and Birkman Teams Methodology, this workshop creates opportunity for team building, understanding team members strengths, needs and stress factors, and helps deepen a team's commitment to each other and organizational goals. Each participant completes the Birkman Signature Assessment in advance of the workshop.



## LEARNING OUTCOMES

Teams will develop:

- Better understanding of team members needs and motivations
- Improved communication between team members
- Methods of improving trust and share in a team building learning experience

Participants will develop:

- Increased awareness of their strengths to leverage in a team setting
- Insight into their peers behavior and needs for more effective collaboration

“ Sandi incorporates her practical executive experience into the Birkman Workshop to help executives reach their potential. I can assure you that she will prove to add value to your executive team.”

Alex Teodosio, CHRO,  
Navigate360



# LEADERSHIP MASTERCLASS

## LEADING & DEVELOPING HIGH FUNCTIONING TEAMS [Facilitated by Colin Deans]

This progressive, interactive, leadership development program, helps leaders expand their capacity to perform in their leadership roles. Over 4 workshops, we expand leaders' awareness and understanding of leadership best practices, focus on developing leadership core-competencies and give tools and strategies for self-reflection and growth.

### LEADERSHIP ESSENTIALS

Leaders will understand the important role they play and how to adopt an effective leadership style for today's workplace. They will learn what it takes to engage, retain and sustain team contributors in the current talent environment. The Employee Sustainability Model will be introduced to provide a framework to improve the employee experience (and results!).

### BUILDING HIGH FUNCTIONING TEAMS

In this workshop, leaders will learn the stages of team development and how they can create and sustain a high functioning team.

### COURAGEOUS CONVERSATIONS

It doesn't matter what level of leader, most struggle with delivering tough conversations. This workshop strengthens a leader's feedback muscle through role-play and self-reflection.

### LEADING CHANGE

Learn how to manage and lead through the change process; and why it's so important to leadership success and master the 4-step change process.

## LEARNING OUTCOMES

### Teams will develop:

- Stronger leadership direction
- Tools to retain employees
- Strategies for sustaining high-functioning teams

### Participants will develop:

- Greater awareness of the role of a leader in retaining and engaging employees
- How to effectively deliver tough conversations
- Tools to build high performing teams and lead change



COLIN DEANS, SENIOR  
TRAINING CONSULTANT

Colin has over 25 years as a front line leader with tier one companies, in manufacturing, supply chain, logistics and human resources. As an educator, Colin is a Certified Training & Development Professional (CTDP) with specialty areas in: team building, communications, talent development, performance improvement and management programs. Colin is certified by VitalSmarts to deliver 'Crucial Learning' curricula. As a professor at Durham College, Colin developed & taught supply chain and operations programs, including lean production.



# WELLNESS & MENTAL HEALTH MASTERCLASS

## BUILDING RESILIENCE AND SELF-CARE BEST PRACTICES [Facilitated by Connie De Lio]



This 90-minute workshop delivers in-depth strategies to promote mental health, well-being and resilience. It includes an interactive self-assessment evaluation.

The workshop provides a combination of both theory and practical concepts, helps explore what we have learned during the recent pandemic, uncovers unhealthy habits that we have developed, and focuses on mental health strategies for self-care to adapt new positive behaviors. Moving beyond the pandemic, we also explore strategies to be prepared for future adversity.

Participants will learn how to achieve mental well-being through the seven self-care skills for resilience:

1. Energy – Let go of things you can't control
2. Time – Determine your priorities to be effective and efficient
3. Supporters – Identify your personal support system and use them as needed
4. Confidence – Believe in yourself to find success
5. Simple Pleasures – Enjoy the small things in life
6. Health – Your greatest wealth is health, so take care of yourself
7. Self-Care – Reclaim "Me" in '23.

Connie De Lio is an accomplished, dynamic leader with a successful 25-year record of accomplishment who is passionate about inspiring everyone to live their full potential through well-being, mental health, nutrition, and exercise. In addition to her work with Canadian Fitness Professionals Inc., she is a Workplace Wellness Consultant, Lifestyle Coach and Fitness Trainer.

Industry specific qualifications include certification in: Mental Health First Aid; Mental Health Advocacy in the Workplace; Lifestyle Coaching; Nutrition; Personal Training; Yoga (200 hr) and Group Fitness Instructing.

Connie has a diploma in Workplace Wellness and Lifestyle Management and is a committee member of Diversity, Equity and Inclusion (DEI), and the Fitness Advisory Council.

### LEARNING OUTCOMES

Teams will develop:

- Insight into why mental health and well-being are paramount for team success
- Tools to strengthen team resilience

Participants will develop:

- A thorough understanding of the seven self-care skills vital to building personal resilience
- Tools to apply through The Healthy Lifestyle Checklist.