



Women Leadership Nation™
Creating Unified Workplaces™

Ready to Move Towards Parity?

Culture Shift Workshop for Municipal Governments





Let's Work Together to Create a **#UnifiedWorkplace™** Special Offer

Dear Municipal Leader,

The time has come for municipalities to take a lead and set an example in creating **unity in the workplace**.

Recently announced...

The **Federation of Canadian Municipalities (FCM)** "Toward Parity in Municipal Politics Program" is looking for local initiatives that will strengthen opportunities or reduce barriers for women to fully participate in municipal politics/local government.

Grants of up to \$5,000 are now available by FCM to help you launch a new initiative and move closer towards achieving parity.

Our "**Culture Shift**" **workshop** is the perfect place to start as it helps organizations gain a stronger understanding of their current situation, identifies barriers to unity, creates a vision and strategic playbook for moving forward. This workshop engages key stakeholders and inspires new and innovative approaches.

For a limited time only, we are offering this program to municipalities at a price of only \$7,500, a discount of \$2,000.

Interested in learning more? Please feel free to reach out to me for more information.

Together we can create a workplace where everyone can thrive, innovate and grow.

Sincerely,

Jennifer Ladouceur, MBA, EcD
President & Partner

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Culture Shift

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Some of the key questions this session will answer are:

1. What is organization unity?
2. Why are you, your team and your organization on the journey towards unity?
3. What does unity success look like for you, your team, and your organization?
4. What do you have and what do you need in order to have a successful journey?
5. What is your critical success criteria as a team, department, individual and organization?
6. How can you set yourself up for success as an individual, a team and organization?

Creating a Unified Workplace™

The Culture Shift Power Package

This program was designed **specifically for HR Leaders, Senior Executive Teams, and Diversity & Inclusion Committees** to help them get on the same page and work collaboratively towards achieving a more **Unified Workplace™**. Participants emerge feeling empowered, have more clarity and become strong Unity Champions.

Program Outline

The program offers a practical and engaging approach, **designed to help you align your Senior Executive Team towards a common purpose and approach to developing a Vision, Holistic Unity Strategy and Action Plan** for creating a more **Unified Workplace™**. Transitioning senior leaders from supporters into fully-engaged Unity Champions. A special offer available to municipal governments, this package is now only \$7,500 (*\$2,000 savings*) for a limited time only and includes:

1. Unity Discovery Consultation Session (3-hrs)

- **Discovery Session** with your HR and/or Diversity & Inclusion Team, to gain a clear understanding of the organizations current Unity Labyrinth (*i.e., Corporate Culture & Unity Environment*)
- Conduct a high-level **Unity Gap Analysis**
- Provide clients with a **Unity Discovery Report**

2. Culture Shift Power Session with HR Leaders and/or Senior Executive Team (3-hrs)

During this collaborative, practical and experiential learning session your team will:

- Begin by establishing a **common understanding** of the **current Unity Landscape**, starting with a high-level review of the Unity Discovery Report and explore existing strengths, opportunities, and areas of weakness
- Establish a **shared understanding** and **vision** for what it means to be a **Unified Workplace™** in your organization
- Map out your organizations unique **Workplace Labyrinth**
- Explore ways to make it easier for women to successfully navigate your **Workplace Labyrinth**
- Develop a **holistic approach** to closing the Gender Gap, with high-level strategies for increasing Diversity, Inclusion and Collaboration
- Begin crafting a **Unity Action Plan** and identifying critical next steps that engage the organizations leaders and work force from a top down and bottom up approach
- Learn how to **systematically create innovation** by leveraging unity
- Benefit from learning new mindsets, new approaches and new habits for **creating unity in the workplace**
- Gain access to **valuable toolkits and resources** designed to support you on your journey

3. Post-Session Unity Coaching Session (2-hrs)

- Meeting with HR Leaders and/or Diversity and Inclusion team to review progress, provide follow-up support and

The Benefits to a Unified Workplace™

Organizations benefit from:

- A **heightened awareness** of trends, gaps, and obstacles;
- Stronger teams, more **engaged employees**;
- Increased **agility** and **innovation** by leveraging diversity perspectives;
- Inclusive practices of **collaboration**, building stronger teams;
- Stronger **corporate culture** & overall public image;
- Ability to **attract top talent**, successfully develop leaders, increase **engagement** and **retention** of high performing staff;
- Stronger **financial** and **operational performance**; and
- **Diverse mindsets** and new unity skill sets.

Participants benefit from:

- An increased awareness of personal/team **strengths**;
- New **leadership development skills** necessary for taking your career and personal growth to the next level, including team building and design thinking for innovation;
- Learning how to effectively **navigate their careers** & with less stress and increased connection, **overcoming barriers** to growth;
- Ongoing support and alignment with **qualified mentors** and connections to **industry wide communities of support**; and
- **Feeling fully supported**, inspired and encouraged to lead authentically and innovate.





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