

Leadership Fundamentals

LEADERSHIP DEVELOPMENT SERIES

3 Full Day Workshops (three 8 hour sessions) \$1,345

In this session, you will learn and practice the skills needed to build and coach a high performing team including:

- A thorough understanding of your role as a leader, and how this is affected by your personal leadership style (determined through the administration of ManagementPOP™ self-assessment - see next page for details).
- Strategies for understanding and valuing the different strengths of each person on your team.
- Techniques for unlocking your team's potential and maximizing their performance.
- The difference between coaching your people, and telling them what to do.
- The ability to not only manage conflict, but to leverage effective conflict for a highly productive team.
- One hour of one-to-one coaching upon conclusion of the three workshops.

People First's approach to Leadership Development seeks to build the effectiveness of front line and mid-level Managers, though this series would be useful to any individual whose responsibilities include leading others.

Program Outline

Day 1

Through this practical session, you will learn and be able to apply the principles of effective leadership and understand the importance of motivation for effective teams.

Role of Leadership

Creating a Motivating Environment

Day 2

In this session you will learn about managing expectations, performance and communication. These skills, and understanding predominant personality styles, will provide insights into building a high performing team.

Team Building

Coaching for Success

Day 3

In this session you will learn how to deliver constructive feedback, deal with performance issues and implement a fair and legally compliant constructive discipline process. It will also build awareness of people's reactions to conflict and provide a method for reframing conflict as a natural resource for positive change.

Coaching For Improvement

Managing Conflict Productively

ManagementPOP™ Management Potential Profile

- Part of the workshop series includes the administration of ManagementPOP™, a psychometric profiling tool which uses advanced statistical methods to assess the factors that allow managers and leaders to effectively manage people and performance.
- After registration, you will receive a link with access to your ManagementPOP™ assessment. You will be required to complete this prior to the first session.

ManagementPOP™ provides an overview of your management style including:

- Adaptability to Various Structures
- Motivational Structure
- Approach to Learning
- Task Orientation
- People Development
- Self Confidence
- Comfort with Conflict
- Leadership Style
- Communication Style
- How Goals and Strategies are Implemented
- Approach to Motivating Others
- Approach to Coaching
- Feedback Style

ManagementPOP™ also assesses and reports on Emotional Quotient (EQ) which is key for managing interpersonal relationships. Integrated into an overall EQ scale are skills including:

- Self-Awareness
- Mood Labeling
- Mood Monitoring
- Self-Control
- Determination
- Empathy
- Social Judgment

All People First open enrolment workshops take place at 1403 Kenaston Boulevard in our onsite training room. Parking is free for visitors at the front of the building.

Coffee and water will be provided. We will take a half hour lunch break.

Please make arrangements for your own lunch.

We have fridges and microwaves available if needed.

PEOPLE FIRST
HR SERVICES

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