



# Heart & Hands Leadership Development Workshops

Your Leadership Team Should Be Your Most Powerful Competitive Advantage

All leaders leave their heart and hand prints on the people they lead. The connection between leadership skills and corporate performance is undeniable. Are you giving your leaders the opportunities they need to develop their untapped potential?

Just one half day in one of our workshops can take the members of your leadership team to a new level of performance by equipping them with powerful new skills to build stronger more motivated teams and departments. And these are no off-the-shelf workshops, each features original and leading-edge material, drawn from an accomplished career in senior executive leadership.

We'll cultivate a passion for leadership and reenergize your leadership team as they come together to hone powerful new skills. Together, they'll build more expertise and become a more cohesive team as they share ideas and thinking around the workshop table.

Our workshops can be delivered as a comprehensive series or singularly to complement an existing program. They are appropriate to leaders of all experience levels and make an excellent content-rich focal point for team retreats as well.

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### Leadership Workshops:

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### Employee Workshops:

We offer three innovative and powerful companion workshops to help put leaders and employees on the same page with vital practices. Look for more to come.

- Employment Relationships For Employees
- Feedback For Employees
- High Performance Culture For Employees

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## Building Strong Employment Relationships

This workshop is countercultural, provocative and powerful. It will change the way you see relationships at work. Participants discover five powerful conditions (three belong to the leader, two belong to the employee) that must be met in a the quid pro quo between leaders and employees that leads to high performance and job satisfaction. Participants will leave with a new and powerful understanding of how the best employment relationships work. The five conditions serve as reference point for coaching and ultimately for building or ending relationships. Learn how to build relationships that get results. A companion workshop is also available for employees.

## Leading Through Turmoil

Periods of turmoil place new pressures on leaders. Employees can worry and become distracted at the very time you need them focused and working hard. But with the right leadership, turmoil can also build esprit de corp and accelerate team building. Learn how to avoid the most common pitfalls and adapt your leadership approach to make the most of these challenging periods.

## Essentials of High Performance Feedback

Feedback is such a powerful leadership tool that we describe it as the DNA of team development. Yet most leaders don't fully appreciate why it is such an essential skill or how to provide the right kind of high quality feedback. Learn the seven roles feedback plays in building performance as well as the how and why of feedback that builds teams by building people in this powerful must have workshop. A companion workshop is also available for employees.

## High Performance Workplace Coaching

Leaders are only as powerful as the people they lead - every leader's success rests on the skills and motivations of these people. Good coaching builds skills and motivations - the keys to performance. Learn the keys to effective coaching, the coaching cycle, developing a coaching plan, introducing coaching and the keys to making the most of role

playing. Don't miss this opportunity to take your team's coaching skills to a new level.

## Communication Skills That Inform And Engage

In survey after survey, employees name more communication as the key to improving morale and performance, yet few leaders know how to make the most of this opportunity. In this workshop participants will discover the keys to effective group and individual communication. We'll share a simple powerful formula for effective staff meetings built around three powerful questions. Learn how to build new more powerful communication habits.

## Making Performance Count

Poor performers are often the tests of conscience that leave leaders hesitating and unsure. Performance problems bring leaders face to face with the forces of pain and conflict. In this foundational workshop participants will discover the keys to performance management that serves the interests of both people and the organization, discovering that the most caring leaders don't have to choose between the organization and people as they surface and resolve the big questions about people and the work they do. We examine the process, but more importantly, the big forces that hold leaders back. This is a must have workshop for every team that hopes to reach for its fullest potential

## Building High Performance Culture

Most leaders are victims of culture, the best are architects of culture. They appreciate that corporate culture is among the two most powerful determinants of corporate performance. In this workshop participants will examine the power of culture, the hallmarks of high performance culture (some surprising) and the forces and process of culture change or enhancement. Learn how to take your culture to a new and powerful level. A companion workshop is also available for employees.

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## Leadership Power As A Creative Force

Every leader has positional power. In skillful hands this power becomes a highly creative force. Used poorly power can quickly become a corrosive force. In this powerful workshop we examine leadership power, including the alternatives of control and delegation. Learn how to use leadership power as a creative team building force.

## Building A High Performance Leadership Team

We describe the leadership team as the nervous system of the corporate body. This team must direct employees skillfully just as it must be able to respond the world around it - a world of customers, suppliers, competitors and so much more. The way in which they act singularly and collectively is critical to the team's performance. In this foundational workshop we unpack the characteristics of great leadership teams - the way they run and are built, as well as the biggest pitfalls to avoid.

## Vision That Builds Performance

Most leaders appreciate the value of the right vision but few know how to turn it into performance. In this workshop we consider the qualities of good vision, the roles it plays in building performance and the ways in which effective leaders use it to build team performance.

## Essentials Of Team Building

Every team is nothing more and nothing less than the total of its members - their individual talents and performance. Participants discover that effective leaders make every individual, every performance, matter. We unpack the importance of clear, expectations, role clarity and strong accountabilities to the development of every team.

## The Character Of Leadership

Every leader's performance and success is first and foremost a product of character. All successful leaders are students of character. In this powerful workshop participants examine the heart and the character of effective leaders discovering which characteristics underpin effective leadership and why.



Every leadership development experience should be founded on content and experience. Without this, a workshop is not worth attending. It's my goal to ensure participants leave with practical skills they can put to work right away.

Drawing on my experience as a senior leader in the newspaper business, where I led change through integrations, labour challenges and turnaround projects, I teach the same practical and powerful skills I developed and used in building my own high performance teams. You'll be working with someone who has faced the same challenges you are facing and probably a few you have not encountered yet.

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Develop and re-energize your leadership team. Contact us to learn more or to explore the possibilities for your team or organization at:

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