

Developing My Leadership

Program Overview

Brief Description of Program

The Developing My Leadership curriculum provides participants with essential “just in time” leadership skills to be successful in their team leader or management roles. Most modules are 2.5 hours in class and an application challenge is assigned for each module encouraging participants to apply what they are learning.

Skills that are developed include leadership influence, communication, coaching for performance, empowerment, conflict resolution, teamwork, and change management.

The overall outcome of the Developing My Leadership curriculum is focused on growing the leadership influence and effectiveness of participants through the facilitation of essential people skills, which will enable leaders to produce results, build trusting relationships, and foster an engaging healthy work environment.

Curriculum

There are 11 modules in total. The curriculum can be taken all together or individual modules can be chosen. For best results, organizations will often choose an 11-month development plan for their team where a module is presented each month, or even biweekly.

1. Self-Leadership and Motivation (2.5 hours)

Beginning with a definition and 6 principles of self-leadership, participants will explore three powerful laws of self-leadership from John Maxwell’s book ‘The 15 invaluable Laws of Growth’. Participants will be motivated and challenged with developing a self-leadership personal growth plan to continue their leadership development journey.

2. Management and Leadership Part I (2.5 hours)

In part 1 of this module, participants will learn and understand the 7 active management behaviours required for increasing and sustaining their effectiveness as they influence and interact with their teams to achieve results.



3. Management and Leadership Part II (2.5 hours)

In part 2 of this module, participants will explore the differences between managing and leading while continuing to learn about growing their leadership influence through principles found in John Maxwell's book "Becoming a Person of Influence".

4. Resolving Conflict Productively (2.5 hours)

This module will review sources of conflict, approaches for resolving conflict productively and a process for resolution. Participants will assess their natural conflict resolution style and understand the advantages and disadvantages of each style.

5. Connecting with People Through Communication (2.5 hours)

Participants will learn the principles and skills of effective listening and communicating that reach mutual understanding while connecting with people. A communication model will be presented and participants will have the opportunity to assess their listening habits and preferred style of communication.

6. Engaging Others Through Empowerment (2.5 hours)

In this module, participants will understand the process for empowering others to their potential and the qualifications of an Empowerer. We'll discuss the impact on employee engagement as a result of empowering others and review an Empowerment Delegation Checklist for setting people up for success.

7. Managing Change, Leading People (2.5 hours)

The objective of this module is to provide participants with an overview of why change is difficult and how they can manage change and lead people through transition. The module will present a simple framework for managing change called S.A.I.L. (Strategize, Assess, Influence, Lead).

8. Coaching Skills Part I (4 hours)

Coaching is now an essential skill for any manager looking to develop as a leader. The first module will introduce participants to 5 essential skills of a coach, define what coaching is and is not and give participants the opportunity to practice asking powerful questions and listening while facilitating actual coaching sessions.



9. Coaching Skills Part II (2.5 hours)

In this second module, participants will be introduced to the processes of providing positive and constructive feedback, the 5-step TGROW coaching model, and tools for conducting effective coaching sessions.

10. Fostering a Culture of Accountability (2.5 hours)

A focus on accountability is what drives results and helps a team succeed through the achievement of significant meaningful work. This module will review what a culture of accountability looks like, what encourages and discourages accountability, and how leaders set the tone for accountability in their organizations.

11. Building Team Trust is Everyone's Job (2.5 hours)

Learning to be a great team leader and team member is an ongoing development process. Trust within a team is essential for a workplace to be productive and an organization to achieve its vision. This module will review the characteristics of teamwork and team behaviours that contribute to a healthy team environment.

For additional information and bookings, please feel free to contact Mike Hayes at 506-875-2075 or by email at mike.hayes@changingleaf.ca.

KEEP LEARNING AND KEEP LEADING

About me...



My name is Mike Hayes and I am a Certified John Maxwell Coach, Teacher and Speaker, author and President of Changing Leaf Inc. I am also certified to coach on Emotional Intelligence (EI) using the EQ-i 2.0 and EQ 360 assessments.

People often ask me "What do you do?". The simple answer is "I make leaders better!" I do this through leadership coaching, emotional intelligence coaching, seminars, keynote talks and mastermind groups.

My purpose is to help grow the leadership influence and effectiveness of people to enable them to produce better results, build trusting relationships, and foster an engaging healthy work environment where people are excited and empowered to do their best work.

I believe better leadership can transform our workplaces. I founded Changing Leaf Inc. to help organizations and individuals realize their potential by developing leaders who create confidence and inspire trust.



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