

# Leadership Development

## Workshop Series

### (Spring Schedule)

One of the most important elements of any organization's success is the quality of its leadership. Today, all organizations — public, private and non-profit — live in a much more complex and competitive environment. To be successful, organizations must develop leadership at all levels.

At Ahria, we think that it is not enough to train leaders on new concepts and skills. We believe it is imperative to help individuals translate learning into action. Therefore, participants will leave each workshop with a concrete action plan and specific next steps to embed their learning into their day-to-day leadership approach.

In addition, participants will receive a follow-up coaching call to support their accountability for applying their new knowledge and skills, troubleshoot any barriers or challenges they may be experiencing, and encourage advancement of their identified action plan.

Each Ahria Leadership Development workshop is delivered by an expert Ahria consultant who is a skilled trainer with practical experience and expertise related to the workshop topic.

Participants will benefit from the breadth of experience and knowledge amongst all workshop participants throughout each interactive learning experience.

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Ahria's **Leadership Development Workshop Series** is designed to provide you with actionable tools and specific insights that will allow you to strengthen your leadership skill set and support your success as a leader.

You will return to your organization with new knowledge, skills, and an action plan to mobilize your team around a shared vision, create the high performing team you've always dreamed of, and inspire yourself and others to achieve desired outcomes.

## **LD1 - ACHIEVING YOUR TRUE POTENTIAL**

To achieve your full potential as a leader, you must first understand where you are currently, where you want to be, and what is getting in the way of your success. This workshop will outline the fundamental concepts of Energy Leadership™, which is a process that develops a personally effective style of leadership that positively impacts not only yourself but also those with whom you work and interact, as well as your organization as a whole.

### **In this workshop you will:**

- Explore the core concepts behind the Energy Leadership™ program
- Gain a better understanding of your own energetic style
- Consider the gremlins, assumptions, inferences, and limiting beliefs that may be holding you back
- Achieve an enhanced level of self awareness, identify a set of personal development goals, and identify strategies to help you achieve your personal best in the coming months

## **LD2 - TRANSITION TO LEADERSHIP**

Transition is hard, especially when it comes to moving into a new role. And one of the most challenging transitions is when an individual contributor becomes a first-time supervisor/leader. This workshop is designed to make those transitions more effective.

### **In this workshop you will:**

- Identify critical success factors for a successful transition into a new leadership role
- Understand how to implement key strategies to drive a successful transition
- Learn techniques for establishing credibility and embracing effective work styles
- Create your 90-day action plan to ensure success

## **LD3 - HOLDING OTHERS ACCOUNTABLE**

One of the most valuable skills a leader can develop is holding others accountable. This interactive workshop will strengthen leadership ability to effectively establish expectations and address unmet expectations, while driving employee engagement.

### **In this workshop you will:**

- Understand the fundamental elements required to build an accountable organization
- Build skills required to hold others accountable including expectation setting, monitoring progress, and sharing feedback
- Learn how to leverage accountability as a positive tool to drive employee engagement
- Identify priority next steps to address accountability gaps within your work setting

## **LD4 - MANAGING PERFORMANCE**

This workshop will challenge the traditional view of performance management and will help leaders to adopt a partnership approach where managers and employees work together to plan, monitor, and review objectives, as well as overall alignment and contribution to organizational goals.

### **In this workshop you will:**

- Learn how to increase receptivity and improve results through formal and informal performance communications
- Provide the direction that allows team members to break through performance barriers
- Understand the power of ‘drive-by coaching.’
- Build an action plan for embedding a performance management culture within your team

## **LD5 - COACHING FOR PERFORMANCE**

Improving one’s coaching skills as a leader is the best way to dramatically increase the performance level and commitment of your employees and team members. Good managers are dedicated to strengthening and empowering the people they lead, supporting them to grow, develop and become better at whatever it is they do. This workshop includes an introduction to coaching and provides an opportunity to learn and practice core coaching techniques.

### **In this workshop you will:**

- Learn the concepts and skills of a coaching style of management
- Integrate new concepts into an existing repertoire of leadership skills
- Articulate the What, Why, and How of Coaching
- Create an actionable plan to continue to develop and practice your coaching skillset and embed coaching into your personal leadership toolkit

## **LD 6 – DEVELOPING & LEADING HIGH PERFORMING TEAMS**

Ensuring effective teamwork is one of the few sustainable advantages that organizations can have in today’s competitive world. This workshop is designed to provide leaders with the skills and abilities to diagnose how their teams are performing and to implement the necessary steps to optimize their teams through the establishment of a high-performance team culture.

### **In this workshop you will:**

- Review the key ingredients for creating and sustaining a high performing team
- Understand how to articulate your shared vision and align team activities to achieve desired results
- Apply techniques to improve trust and motivation in your team
- Identify next steps that you will take to strengthen your team’s performance

## LD7 - MANAGING CHANGE

Implementing change is a challenge for any organization and, by extension, for any leader. This workshop will provide managers with a set of skills and strategies to help guide their teams through periods of change so that individual team members are effectively supported and organizational goals are achieved.

### In this workshop you will:

- Learn how to plan and set goals that will engage team members and ensure the focus on the goals of the organization is maintained throughout the change process
- Review effective communication techniques to ensure that information is clearly communicated and understood by key stakeholders
- Practice techniques for coaching and providing feedback to team members to help them manage and adapt to change
- Create an implementable roadmap for implementing change within your organization

### WORKSHOP DETAILS

All workshops are held on Thursday mornings from 9:00 a.m. – 12 noon\*  
(\*virtual delivery may affect the length of the workshops)

WORKSHOP TOPIC	DATE
Achieving Your True Potential	02-Apr
Transition to Leadership	09-Apr
Holding Others Accountable	16-Apr
Managing Performance	23-Apr
Coaching for Performance	07-May
Developing & Leading High Performing Teams	14-May
Managing Change	21-May

This series of *3-hour workshops* will introduce you to key concepts and critical capabilities required by all leaders regardless of industry or organizational role. You can complete all workshops or select those that are most aligned with your professional development goals.

**Workshop Pricing:** Contact us for details! Group discounts are available.