

Leadership Development Workshop Series

2020-21 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, not to mention, a world of work that may be very different, as a result of the COVID pandemic. To be successful, organizations need well-prepared and well-equipped leaders.

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.

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 - 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

LD2 - MANAGING UNCONSCIOUS BIAS

Unconscious bias is a result of our experiences and they are formed involuntarily. Through exposure and continuous confirmation received from our environment, we internalize certain beliefs and stereotypes which we don't know or think consciously about. Given this, our actions may be contaminated by our biases and we are perhaps never as objective as we think we are. This training workshop allows participants to uncover these biases through activities and discussions.

In this workshop you will:

- Understand social categorization and group bias exercised unconsciously
- Understand implicit and in-group bias and the impact it has on our choices
- Explore diversity experiences or lack thereof in the workplace
- Through discussions, find ways to improve the recognition, support, and value of diverse perspectives and experiences

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
- Understand how 'psychological safety' is a key element in creating an accountability culture

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 RESULTS

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

LD6 - 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:

- Increase the understanding of organizational change
- Understand how people respond to change using theories that explain organizational change
- Learn how to increase buy-in for change and minimize resistance

ACHIEVING YOUR TRUE POTENTIAL (Complimentary Workshop – Contact us for available dates)

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

WORKSHOP SCHEDULE

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. Individuals who complete all workshops will receive a *Certificate of Completion*.

WORKSHOP TOPIC	FALL (9 AM TO 12 PM)	WINTER (9 AM TO 12 PM)	SPRING (9 AM TO 12 PM)
LD1 - Transition to Leadership	Thurs, Sep 24	Wed, Jan 13	Tues, Apr 6
LD2 - Managing Unconscious Bias	Thurs, Oct 1	Wed, Jan 20	Tues, Apr 13
LD3 - Holding Others Accountable	Thurs, Oct 8	Wed, Jan 27	Tues, Apr 20
LD4 - Managing Performance	Thurs, Oct 15	Wed, Feb 3	Tues, Apr 27
LD5 - Coaching for Results	Thurs, Oct 22	Wed, Feb 10	Tues, May 4
LD6 - Managing Change	Thurs, Oct 29	Wed, Feb 17	Tues, May 11

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