



# Leadership Development Workshop Series

## 2024-25 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 very complex, rapidly changing, and competitive environment. 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 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 enable 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 - FUNDAMENTALS OF LEADERSHIP**

Establishing consistent and effective leadership practices is key to the success of all leaders. This workshop explores fundamental leadership skills and behaviours that, regardless of your title or role in the organization, are critical to your leadership success.

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

- Learn fundamental leadership practices critical to your success
- Identify critical leadership characteristics to help build trusting relationships with those around you
- Increase your awareness of your leadership style and practices that may be limiting your success
- Develop strategies and techniques to improve your own leadership practice

## **LD2 - MANAGING UNCONSCIOUS BIAS**

Unconscious bias is a result of our experiences and they form involuntarily. We internalize certain beliefs and stereotypes which we don't realize or think consciously about, and which may then influence our actions and decisions. This workshop helps participants to uncover these biases through activities and discussion, and to identify strategies to increase consciousness and improve organizations through the valuing of diversity and ensuring inclusive work environments.

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

- Learn social categorization and group bias is exercised unconsciously
- Identify implicit and in-group bias and the impact it has on our choices
- Explore diversity experiences and their value in the workplace
- Develop 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 align individual and team contributions to organizational goals.

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

- Learn to increase receptivity and improve results through formal and informal performance communications
- Provide the direction that enables 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 and commitment of your employees and team members. Good managers are dedicated to strengthening and empowering the people they lead by supporting their growth, development and goal attainment. This workshop provides an introduction to coaching and an opportunity to learn and practice core coaching techniques.

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

- Learn concepts, skills, and the value 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 individual team members are effectively supported and organizational goals are achieved.

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

- Increase your understanding of organizational change
- Learn how and why people respond to change
- Develop an understanding of how to increase buy-in for change and minimize resistance

## 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 - Fundamentals of Leadership	Wed, Sept 25	Thurs, Jan 16	Wed, Apr 16
LD2 - Managing Unconscious Bias	Wed, Oct 2	Thurs, Jan 23	Wed, Apr 23
LD3 - Holding Others Accountable	Wed, Oct 9	Thurs, Jan 30	Wed, Apr 30
LD4 - Managing Performance	Wed, Oct 16	Thurs, Feb 6	Wed, May 7
LD5 - Coaching for Results	Wed, Oct 23	Thurs, Feb 13	Wed, May 14
LD6 - Managing Change	Wed, Oct 30	Thurs, Feb 20	Wed, May 21

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

Note: Our highly interactive Leadership Development Workshop Series is offered virtually using the Zoom platform. We provide customized virtual and in-person, facilitator-led training and development for clients as well, so please reach out to us for more information if you prefer an in-person training and development experience.