

## **Leadership**

### **Releasing the Leader Within**

The focus of this workshop is on the individual – discovering leadership potential, identifying unique strengths and limitations, and creating practical plans for ongoing development. The goal of this intensive learning event is to produce healthy, authentic, 'smart' leaders. This workshop is a very personal learning experience built around several powerful feedback tools, including a Readiness for Growth assessment and the award-winning 4D-I Operating Style Profile. These tools provide practical insights into your unique pattern of strengths and limitations – insights that you can use to create a highly individualized leadership development plan.

### **Building a 'Leaderful' Organization**

The focus of this workshop is on the organization – assessing organizational health, identifying leadership development needs, setting objectives, and creating a supportive environment that brings out the best in everyone. The goal of this learning event is to point the way toward creating healthy, sustainable, adaptive learning organizations. Included among a variety of practical, engaging learning experiences are two important feedback tools – an Organizational Health Check-up and a Leadership Capacity Audit. The results of these inventories provide input into the establishment of a leadership development strategy for the entire organization.

### **Maximizing the Potential of Teams**

The focus of this workshop is on teams, particularly management/leadership teams – assessing team performance, identifying team strengths and challenges, improving team communication, and releasing the potential of teams to achieve more than the 'sum of their parts.' The goal of this highly interactive in-house learning event is to help workgroups to identify the steps they need to take to become true high-performing teams, which are the key drivers of organizational performance and success. Included among a variety of group learning exercises are two important feedback tools – a Team Performance assessment and a Team Priorities Review. The results of these practical assessments provide input into the development of a team agenda and a team performance improvement plan. *(Note: not offered as a public workshop – only available for in-house delivery to an 'intact' team. Call for more information.)*

### **Board Essentials: Purpose, Performance & People**

In today's increasingly complex environment, it's no surprise that many nonprofit boards are feeling confused and overwhelmed regarding their role. Even the most dedicated group of volunteers can easily lose their focus on the long-term and become preoccupied with short-term fire-fighting and day-to-day operations. There's confusion about what 'model' of governance to adopt, and then how to make that work. . This workshop is designed for EDs and Board Chairs who want to focus their board's attention on the things that really matter – clarifying purpose, ensuring performance and supporting people – the keys to long-term sustainability. Through stories from our work with effective boards, we'll strip away the confusion and present practical ways to sharpen your board's focus. You will learn how an effective board accomplishes this, adding significant value to its organization by:

- Realizing what matters most, and making those things the focus of all activities
- Understanding the role policy plays, and how to use it to provide creative leadership
- Knowing what to do when reality doesn't neatly fall into policy categories
- Transitioning from a maintenance orientation to a focus on creating the future
- Adapting to the changing governance needs of the organization over time
- Continually assessing its own performance, and planning for improvement

### **Healthy Change: Building Organizational Capacity & Commitment**

Healthy change – that is, change that works for the organization AND for its people – might seem like an impossible dream. This workshop will show you it is not only possible, but it is the only way to create significant, strategic, sustainable success. You will learn, from real life examples and the latest research on change, how to build the organizational capacity and individual commitment that healthy change requires. If you are responsible for leading or supporting change, and care about doing right by your people at every point along the way, this workshop will give you the insights and tools to achieve both of these essential goals at the same time. Key learning objectives include:

- Exploring the dynamics of change, and its impact on both the organization and its people
- Understanding the factors that determine readiness for change, and how to assess it
- Recognizing the importance of 'pilot groups' and teams in creating lasting change
- Becoming sensitized to people's 'transition support' needs, and how to meet them
- Identifying the most common barriers to change, and how to overcome them

### **Collaboration Essentials: Making Things Happen Together**

In today's environment of growing needs and shrinking resources, it's no wonder that interest in collaboration and partnership building is perhaps higher than ever. And, the fact that more and more funders expect – even demand – it is certainly fuelling that interest. But, the desire to work together doesn't make it easy, nor does it guarantee success. Based on the latest research into what makes collaboration work, this workshop will increase your effectiveness in all of your partnering efforts. This workshop is designed as a 'journey' covering a complete cycle of collaboration from concept to completion. The result will be greater capacity for collaborative effectiveness, deeper insight into the challenges you will face and how to respond to them, and greater confidence in undertaking such ventures. You will expand your capacity to collaborate by learning how to:

- Assess readiness for collaboration – yours and others' – and prevent predictable failure
- Translate proven principles of effective collaboration into practical strategies
- Define clearly the boundaries and minimum requirements for collaborative success
- Manage collaborative performance through the life cycle of a project
- Identify and address the most common problems that occur at each stage of the process