

PROGRAM OVERVIEW

The **Lead With Purpose™** program is an experiential customized learning experience designed to help senior executives acquire the necessary framework, knowledge, skills and coaching advise to enhance their role as leaders. In today's increasingly remote and diverse environment, leaders must learn to engage with employees in a new way. This program will give them the science-based knowledge, learning support, and framework they need. This program is designed with a purpose-driven approach and brain-friendly methodology to help each team and individual improve at their own pace under a biopsychosocial, strengths-based, and inclusive framework.

TARGET AUDIENCE

The **Lead With Purpose™** program is designed for leaders of any diverse and/or interdisciplinary team looking to create a high-performing team that attracts and retains the best employees.

LEARNING OUTCOMES

At the end of this program, participants will be able to:

- Lead their teams by effectively adopting different styles, while engaging direct reports to collaborate with each other fostering a positive and inclusive culture.
- Manage their team's skills development to enhance their contributions and growth potential, resolving conflict to maintain a positive and inclusive culture.
- Align their own personal purpose at work, increasing their engagement by tapping into new emotional energies; enabling them to lead others with a similar purpose-driven approach.
- Recognize their own emotional styles in different situations, adopt new strategies to regulate their response, and improve their relationships at work.
- Understand the everyday behaviours that affect their brain health and build new habits, to improve their physical and mental well-being.
- Develop a comprehensive evaluation criteria that can help them track their progress.

OUR METHODOLOGY

Our diverse team of experts use scientific research, proven techniques, and the latest evidence-based trends to build our programs with three unique features:

- **Purpose-driven approach:** We help participants create an emotional connection at work, discovering new sources of engagement and productivity.
- **Brain-friendly methods:** Our methodology is science-based; we design our programs based on the latest discoveries from Neuroscience on how we learn and get motivated.
- **Diverse and inclusive framework:** We help participants learn how to face the challenges of working in a diverse environment, while fostering a positive and inclusive workplace culture.

LEARNING EXPERIENCE

The **Lead With Purpose™** program includes a 2-day group (4-12 participants) learning session followed by weekly individual sessions (8-12) to support participants in their own self discovery and skill development process. We conduct these sessions in a low-technology and non-judgmental, safe space to promote content assimilation, skill building, and introspection.

GROUP LEARNING SESSIONS

DAY 1 CORE CURRICULUM

During the first day of the group session we will review our core curriculum:

- **PURPOSE ALIGNMENT.** In this section, participants will understand the relevance and process to engage emotionally at work.
- **EMOTIONAL STYLES.** We help participants become more aware of their different emotional styles.
- **WELLNESS AREAS.** We help participants understand the importance, and learn simple ways of keeping their brain health.

DAY 2 LEADERSHIP SKILLS CURRICULUM

During the second day of the group session participants will learn specific leadership tools:

- **ENGAGING LEADERSHIP.** Motivate others in a positive way, understanding their motivators and becoming the type of leader each team member needs.
- **PRODUCTIVE LEADERSHIP.** Set goals, manage performance and improve productivity while fostering a positive and inclusive workplace culture.
- **CONFLICT MANAGEMENT.** Deal with conflict in a constructive, positive way to serve as a learning and culture shaping opportunity.

INDIVIDUAL LEARNING SESSIONS

These sessions are personalized one-hour weekly phone calls designed to support each participant in their own unique journey. These are self-discovery coaching sessions that foster the right environment to face the challenges of habit formation through individual learning curves.

OTHER BENEFITS

- We are a certified minority-owned business by the Canadian Gay and Lesbian Chamber of Commerce.
- As a Vendor of Record for Learning and Training Services, this program is aligned with the OPS HR vision to foster a high performing public service that attracts and retains the best employees.
- Our coaches and consultants are certified by the International Coaching Federation.

To book an appointment or to learn about our different programs:

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