



BETTER YOUR LEADERSHIP

Course Outline

The objective of this leadership and team training program is to support senior leaders and emerging leaders to develop the leader within themselves. Participants will gain a deeper understanding of their behavioral strengths, blind spots, engagement drivers and core competencies. The first step to being a stronger leader is cultivating a deeper knowing of self. When we know ourselves we can better know others. This increased awareness serves to strengthen leadership, team cohesion and optimize overall performance which drives results. Learning topics include behaviors, driving forces, core competencies, and conscious leadership.

- **Pre-work:** completion of the TTI Trimetrix DNA Assessment
- **Delivery:** Modules can be purchased individually or in a package and are delivered synchronously online.
- **Schedule:** To be determined with participants.

Package Options

Course Capacity: 3-18. Total Training Hours: 12 hours for total comprehensive package, or 2-4 hours / module as outlined below.

Comprehensive Package (3 participant min.):	Participant(s):	Total Cost for all 4 modules:	Per Person Cost:
	Three (3)	\$6750 + GST	\$2250 + GST
Each additional person (participants 4 through 18): \$300 per 2-hour session + GST			
A La Carte pricing for Individual Modules (3 participant min.):	Participant(s):	Total Cost for 1x 2-hour session:	Per Person Cost:
	Three (3)	\$1500 + GST	\$500 + GST
Each additional person (participants 4 through 18): \$300 per 2-hour session + GST			

Course Overview, Learning Outcomes & Assessment Methods

<p><i>“If we can be in the world in the fullness of our humanity, what are we capable of?”</i> ~ Wheatley & Kellner-Rogers</p>	<p>By the end of the program leaders will have a stronger understanding of who they are; what their strengths and development opportunities are. This learning will show them how to assess behavioural profiles of others, adapt their communication so as to communicate with other more effectively, understand the role driving forces play in engagement, and understand which core competencies are required to be successful at their roles.</p>
<p>Assessment of participants’ progress will be a combination of in field learning, classroom participation, and a review of concepts during the workshops. At the end of each learning module participants will be assigned homework in their private client training portal. They will complete forms, assessments, answer and answer discussion questions. In addition to this asynchronous learning leaders will be challenged to integrate their learning immediately into their day-to-day work. Participants will be required to journal their learnings and observations prior to the start of each module and will share their learnings with the group. The ultimate outcome for the participants will be enhanced self-awareness, stronger communication skills, and conflict management skills.</p>	

DETAILED COURSE CONTENT

1. Behaviours I & II		
Learning Objectives	Learning Outcomes	Hours
<ul style="list-style-type: none"> Learn and understand the different behavioural styles of DISC. Better understanding of personal strengths & development opportunities. Discover how DISC forms the underpinnings to all important conversations required in a work environment ie. courageous conversations, negotiations, coaching conversations etc. 	<ul style="list-style-type: none"> Identify their own behavioural style Identify the behavioural style in others Learn the skills required for adapting communication to meet the styles of others Understand the behavioural strengths commonly associated with their styles and how to leverage them in their roles Understand their behavioural limitations and how to work effectively with partners to address these gaps 	<p>2x2 hrs</p>

2. Drivers		
Learning Objectives	Learning Outcomes	Hours
<ul style="list-style-type: none"> Understand and identify Eduard Spranger's six categories that define individuals' motivators or drivers- Theoretical, Utilitarian, Aesthetic, Social, Individualistic & Traditional 	<ul style="list-style-type: none"> Identify/appreciate own driving forces and those of others Recognize and understand how your Driving Forces interact with others to improve communication Identify the role that driving forces play in overall employee engagement and organizational culture 	2x2 hrs
3. Core Competencies		
Learning Objectives	Learning Outcomes	Hours
<ul style="list-style-type: none"> Define and understand the core competencies required to be successful in more corporate environments. Define and understand the most important core competencies required of their role. 	<ul style="list-style-type: none"> Personalized professional development plan needed for leveraging the important core competencies required of role and strengthening any areas that need to be developed 	1x2 hrs
4. Conscious Leadership		
Learning Objectives	Learning Outcomes	Hours
<ul style="list-style-type: none"> Define what is conscious leadership Introduce conscious leadership framework; above/below the line thinking Define the role radical responsibility plays in getting work done, working on a team and how it serves to drive results in an organization 	<ul style="list-style-type: none"> Define the behaviors associated with above/below the line thinking Understand and practice the think/feel/act theory Apply & practice "by me" leadership 	1x2 hrs

Course Lecturer

	Carolyn de Voest B. Ed CPCC MBA	carolyn@betteryourbest.ca 778-238-6448
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Founder and Principal of Better Your Best Business Performance Specialists for over 12 years, Carolyn works with leaders to achieve and exceed their best. Through coaching, consulting, training, and speaking, Carolyn and her team of associates equips organizations to enhance their leadership, optimize their teams, and get results. She believes that to be successful, businesses need to put their people first, foster cultures of ongoing learning, and continuously engage in courageous conversations. Carolyn's clients appreciate her for her ability to ask powerful questions, listen intently and identify that which is not being said. She is direct in her approach to get at the essence of what is most important and needed to address to overcome challenges and achieve goals.

A lifelong student Carolyn has been dedicated to learning about all elements of human and business performance. Carolyn holds a Bachelor of Education from McGill University, a Master of Business in Management Consulting from Royal Roads University and is an accredited coach through the Coaches Training Institute. Carolyn's teaching, speaking and facilitation experience includes engagements with organizations such as for the Women's Tennis Association (WTA), British Columbia Institute of Technology (BCIT), Entrepreneurs Organization, Young Presidents Organization, Carrie Doll Consulting and W North.

Carolyn likes to better her own best by exploring the world, she has been to over 20 countries, engaging in physical events such as a charity bike relay across Canada and volunteering in her community. In her free time Carolyn can be found outdoors on a bike, skis or working on her tennis game with her young family.