

**ELAINE
BROE**

LEADERSHIP
& LEARNING
EXPERIENCES

READY-MADE LEARNING EXPERIENCES

Leadership Series



The Leadership Series

You want to go beyond the “quick hit” learning workshops to create the results your organization needs. To make sustainable and permanent change, you need to invest in your people development. You’re seeking an expert who can deliver. Whether you’re focusing on a group of high potentials, setting your leaders up for more accountability, or shifting the culture – you might find what you’re looking for here.

“Sustained learning that becomes a habit requires the investment of time to practice, feedback, and a supportive community.”



Find Your Way:

Let’s Get it Right	3
Flexible Options	4
About Elaine	5
The Programs:	
The Leadership Trust	6
Voicing Your Impact	8
The DNA of Development	9
Assessments	11
Contact	13





Let's Get it Right

I've worked with hundreds of organizations over the years to create meaningful learning experiences with impact. Here a few lessons learned from past clients that will help set your investment up for success before you make the final decision.

1. **Be clear** on the needs for both the organization and your people. How will this experience create more ease and capacity for those attending? Let your people know we've got the big picture in mind, and this is learning with purpose.
2. **Get buy-in** from the people you're wanting to support and their leaders. Development experiences should feel like an opportunity to slow down and set yourself up for success. Remind your people they're valued, and you prioritize their learning.
3. **Know your audience.** Let's have a call and tailor the content to their most pressing needs. We'll identify specific examples that bring meaning to the experience and value the challenges they're facing. This learning is ready-made, not cookie cutter.
4. **Select the best environment** that allows people to step away from their day to day work demands. We promise they'll be back. Create the support for people to be present and focused on their learning.



Flexible Options

Depending on your needs, you may want to refine your ready-made experience by adding on a coaching package or a more comprehensive assessment of the learning impact.

COACHING

Add a coaching package to your leadership program. Select key people to get extra support and clarity for next steps. Past clients provided continued learning with coaching sessions for each participant before and after the program.

RETURN ON INVESTMENT

Add on the option to measure impact by gathering leader and peer feedback before and after the experience. We'll work together to identify the most effective way to evaluate the impact and demonstrate value to your organization.

NOT QUITE READY-MADE

You might want a combination of offerings to meet your leadership needs, or maybe the time investment isn't quite right. Let's talk about on-going learning experiences or combine the best of what you discover in the Ready-Made Catalogue. As an alternative, check out my Tailor-Made Catalogue.

NOTE:

The following price catalogue excludes travel and accommodation fees. The venue and event logistics and fees are the responsibility of the client.



About Elaine



Unlike many consultants, I've worked in organizations for the better part of my career, leading teams, navigating politics and getting the work done. I spent 11 years of my career at the Banff Centre, eventually leading program design in the leadership development division. At lululemon athletica, I led the global design of their retail training program with a dynamic team of people.

I am a certified PCC level Executive coach with the International Coaches Federation (ICF), bringing over 1,000 hours of coaching experience, supported by additional certifications in behavioral assessments. With a Master's degree in Leadership, I am an endless resource of tools and approaches that support the changes you want to make.

What it's Like to Work with Me

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“Elaine was an amazing partner to work with. While she is clearly an expert in her field, Elaine demonstrates humility, approachability, and a strong desire to help clients achieve their goals. She quickly built trust and rapport with leaders, receiving top ratings for both her knowledge of the material and her facilitation style. Hiring her is the best decision you'll make.”

ERIN COOPER, VP, PROGRAM MANAGEMENT
THNK SCHOOL FOR CREATIVE LEADERSHIP



1. The Leadership Trust Program

You're looking to get strategic about the development of your key leaders. This is a committed investment supported by your executive leadership. Over the course of 6 months, experience in-person learning with a cohort of chosen leaders, on the job practice, and coaching to achieve the goals identified by the learner and their leader. You're developing people who know themselves, lead their teams and execute on the vision.

PRICE BASED ON
MINIMUM OF 20
PARTICIPANTS:
\$3,500 PER PERSON

THIS PROGRAM INCLUDES:

- Four in person workshops (7 days total)
- Organizational culture and leadership strategy check-up
- A tiered 360 process
- Leader Interviews
- Peer Learning Structure
- Personal Assessment
- Skilled approach to conflict solution
- Team vision design
- Accountability Leadership Plan

PART 1: LEADERSHIP: TAKING STOCK (2 DAYS)

We start with you, because that's the only thing you can truly control. Examine the current state of your leadership skills and identify the gaps towards getting to the next level. In collaboration with your peers, practice new skills and build on strengths to develop stronger relationships and more effective working habits.

PART 2: THE PEOPLE INVESTMENT (2 DAYS)

We focus on the people, because that's how the best work gets done. Develop your social awareness and relationships skills to increase team effectiveness and lead for behaviours aligned with the organizational culture. Lead more productive conflict and encourage a learning culture of accountability.



PART 3: LEADING, ON PURPOSE (2 DAYS)

We create the plan, shape the culture, and adapt for success. Increase the clarity of your team's purpose and approach to process by co-creating a vision with short and long term goals. Identify the barriers and supports within the system through a strategic approach to planning.

PART 4: THE RESILIENCY CHALLENGE (1 DAY)

We celebrate the leadership journey and identify new habits that lead to your continued success. Examine your leadership evolution and create a development plan to further the success of your teams and yourself.

WHO THIS IS FOR:

Succession Leaders, Emerging Leaders, High Potentials,
Leads & Managers



2. Voicing Your Impact

You have a core group of high performing leaders or senior executives that want to increase their ability to convey a message with clarity, passion and confidence. Whether you're preparing for the yearly conference or a "make or break" client presentation, you need help.

PRICE BASED ON
MINIMUM 10
PARTICIPANTS:
\$2,500 PER PERSON

NOTE: GROUP SIZE
RESTRICTED TO 14
MAXIMUM; ALSO
AVAILABLE AS 1-TO-1
COACHING PROGRAM

THIS PROGRAM INCLUDES:

- Two in-person workshops (3 days)
- 1-to-1 performance coaching
- Optional venue pilot presentation add on

PART 1: OWNING THE ROOM (1.5 DAYS)

Become the leader that everyone wants to hear from. We assess current skill and comfort level with practice presentations and coaching. You'll increase awareness around body language, tone, expression, and effective ways to build connection and demonstrate confidence.

PART 2: OWNING THE MESSAGE (1.5 DAYS)

This is about influence and connection. Practice shaping your purpose and telling the story with impact. Explore multiple storytelling methods to create the most meaningful experience for your audience. Engage people through emotional connection, the five senses, and your charisma (it's there, we'll help you find it).

OPTIONAL PART 3: PILOT PRESENTATION (1 DAY) (PROGRAM ADD ON – NOT INCLUDED)

For those high stakes presentations, we'll run multiple practices sessions at the venue location to ensure comfort levels with technology, the space, and the message.

WHO THIS IS FOR:

Leaders with presentation or facilitation responsibilities



3. The DNA of Development

In many organizations people are promoted into leadership roles based on their individual success and technical skills. You have people leaders who want to increase their ability to develop potential and create accountability on their teams.

Leaders will go beyond the surface of delegation and dive deep into leading for culture, creating a psychologically safe environment and prioritizing a development strategy for your people. Participants in this program must lead a team so you can apply the tools and complete the in between work with your people.

PRICE BASED ON
MINIMUM OF 20
PARTICIPANTS:
\$3,500 PER PERSON

INCLUDES 360°
EQI ASSESSMENT
VALUED AT
\$175/PERSON

THIS PROGRAM INCLUDES:

- Three in person workshops (6 days total)
- Team & Organizational Culture Quest
- A 360 emotional intelligence assessment
- Strategy tools for employee performance
- Employee user experience design
- Feedback models for accountability
- Team Development Plan

LEADING FOR HUMANS (2 DAYS)

Culture influences how you hire, develop, and hold your people accountable. Identify the behaviours you want to strengthen and what needs to change so your team has clear expectations they can achieve. Design the user experience for your people and get strategic about what's working and what needs to change.

THE INCLUSIVE ORGANIZATION (2 DAYS)

Go beyond the checklist and develop habits and processes that support inclusive conversations and psychological safety on the team and their ideas. Develop your unconscious bias awareness and create new communication habits and support systems for your



people. Increase your emotional intelligence capacity with a 360 feedback process and recognize the different needs of the people you lead.

TOOLKIT FOR DEVELOPMENT (2 DAYS)

Get practical about your team development and planning for the future, now. Create a structure for clear expectations, ongoing feedback, team retrospectives and celebration. Identify and prioritize the proactive leadership work and the tools you want to put into place to set your team up for long-term success.

WHO THIS IS FOR:

Senior Leaders & Directors, Technical Group Leads,
New and Established Leads and Managers

Note: See page 12 for more details about EQI Assessments.



Assessments

I see great value in using assessments and tools in learning experiences, if they are self-validated by the learner and used as a form of feedback and exploration into our strengths and blind spots. It's important to set the right support with any self-scored tool, to avoid putting ourselves and others into overly simplified boxes.

I still remember the first personal assessment I completed and how it provided me with a language to better describe my strengths and identify how being on auto-pilot with my preferred style may impact others. These types of assessments can be useful for:

- New leaders examining their development needs
 - Established leaders uncovering blind spots
 - Teams seeking to understand how they work together
 - Individuals learning to adapt their style for others
 - Getting specific about communication and relational behaviours
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DiSC

DiSC is a quadrant model based on the work of Dr. William Moulton Marston (1893-1947) to examine the behaviour of individuals in their environment. We can create a Team map to help identify patterns and team dynamics. There are four main personality dimensions or traits within the DiSC model which participants self-score on:

- Dominance: Describes the way you deal with problems, assert yourself and control situations
- Influence: Describes the way you deal with people, the way you communicate and relate to others
- Steadiness: Describes your temperament - patience, persistence, and thoughtfulness
- Compliance: Describes how you approach and organize your activity, procedures and responsibilities



MBTI

MBTI is an introspective self-report questionnaire that reveals differing psychological preferences in how people perceive the world around them. Developed by Katharine Cook Briggs and Isabel Briggs Myers, it is based on the conceptual theory proposed by Carl Jung. The underlying assumption of the MBTI is that we all have specific preferences in the way we construe our experiences, and these preferences underlie our interests, needs, values, and motivation. They affect our preferred work environments, communication needs, and how we make decisions:

- Attitudes: extraversion/introversion
- Functions: sensing/intuition and thinking/feeling
- Lifestyle preferences: judging/perception

TOTALSDI

TotalSDI focuses on the motives that drive behaviours, when things are going well and when we're in stages of conflict. Get to the heart of what people value and notice how those differences impact our relationships. With the TotalSDI, you examine the stages of conflict, what people prioritize and how to better adapt and communicate in any situation. Examine your distinct combination of motivational styles:

- Performance / Results
- People / Relationships
- Process / Systems

EQI 2.0

The Emotional Quotient Inventory (EQ-i 2.0) assesses emotional and social intelligence which helps you to understand the emotional competencies of an individual. We talk a lot about building more empathy and creating psychologically safe environments and this tool helps you understand your strengths and weaknesses in 15 competencies. You can select a 'self-rater' instrument or the multi-rater EQ 360 for feedback from other respondents in five composite areas:

- Stress management
- Self-Perception
- Self-Expression
- Interpersonal
- Decision Making





Shall we begin?

Email me to book a consultation call: info@elainebroe.com

