

LEADERSHIP FOUNDATIONS CERTIFICATE PROGRAM



EQUIP YOUR LEADERS TO LEAD WITH A 6-MONTH CERTIFICATE PROGRAM

A plug-and-play leadership development program for organizations who do not have an in-house leadership program.

Provide your leaders with the skills and confidence they need to thrive in 6 months.

Organizations like these trust us to train their leaders and so can you.



“I highly recommend Leaders for Leaders to any organization looking to develop strong, adaptable leaders who can drive meaningful and lasting impact.”



Carly Gould

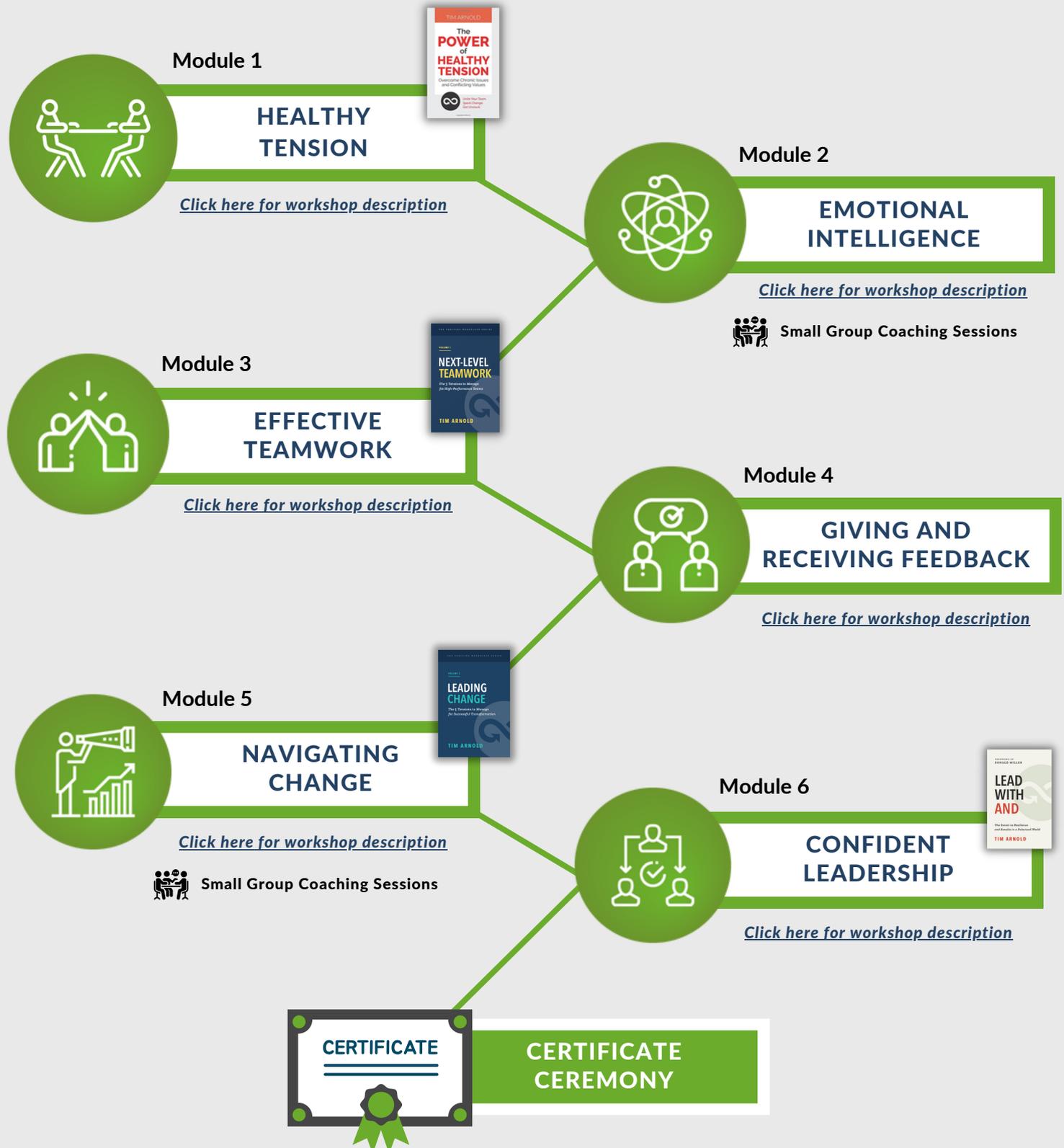
Sr. HR Business Partner at
UMass Chan Medical School

CREATE CONFIDENT LEADERS IN 6-MONTHS

Your leaders will attend a 3-hour workshop each month to equip them with skills they need to gain confidence and thrive in the workplace. Workshops can be in-person or virtual.

You can put up to 25 leaders in each cohort.

Here's how the 6-month program unfolds:



Module 1 - The Power of Healthy Tension

How to Overcome Chronic Issues and Conflicting Values

In a world where people like to pick sides, we can mistakenly treat every challenge as if it's a problem to be solved, with a right or wrong answer:

Change **OR** Stability
Structure **OR** Flexibility
Truth **OR** Tact

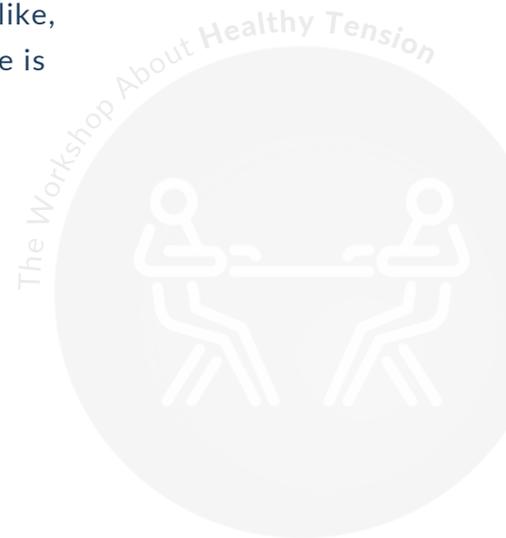
And when team members end up in this kind of tug of war, it feels like, no matter what, someone will lose. Leaders can easily identify there is TENSION but have no idea how to lead their team through it.

In this workshop, your group will:

- Learn a simple framework that helps them stop picking sides and tap into the superpower of “AND” thinking
- Develop the skills to communicate and collaborate effectively with people who hold different perspectives
- Improve decision-making skills when dealing with complex issues

We start with this workshop because it will help your leaders create a safe, challenging, and productive work environment to deal with chronic issues that are coming up again and again.

This foundational workshop is critical because it will help your group get unstuck and use the power of healthy tension to accomplish your important work.



What people are saying about this workshop:



Kim Stone
Executive VP at
Miami Heat

“Healthy Tension is a simple yet profound concept that our senior executives are now raving about. You kept the group engaged and we were able to have fun and learn at the same time!”

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Module 2 - The EQ Edge

How to Gain Leadership Success Through Emotional Intelligence

The difference between a good leader and a great leader is their social and emotional abilities.

It's just like what Daniel Goleman, author of *Emotional Intelligence*, says,

"The most effective leaders are all alike in one crucial way: they all have a high degree of what has come to be known as emotional intelligence.

Without it, a person can have the best training in the world, an incisive, analytical mind, and an endless supply of smart ideas, but they still won't make a great leader."

Emotional intelligence is not just talking about our feelings, it's so much more than that. Through this workshop, your leaders will learn how to:

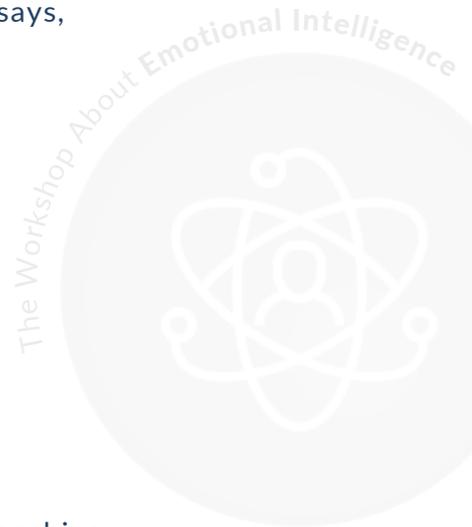
- Effectively manage stress
- Develop healthy assertiveness
- Become more flexible
- Empathize with others
- Improve interpersonal relationships

The research is clear, people with healthy emotional intelligence have increased job satisfaction, outperform and earn more than their colleagues, and live with higher confidence and optimism.

This workshop will cultivate emotionally intelligent leaders who will drive your company's growth and success.



Each leader will take an assessment and receive a 21-page EQ report highlighting their strengths, weaknesses, and opportunities for growth. They will go over their results with their facilitator in a small group coaching session.



What people are saying about this workshop:



Mario De Divitiis

Chief Executive Officer
at Ronald McDonald
House Charities

*"The workshop about emotional intelligence was such a great investment into the development of our leaders. Through the fun and practical activities, I watched everyone become more aware and they are now better equipped to leverage their strengths and manage their weaknesses. **I can't wait to go through another workshop with the Leaders for Leaders team.**"*

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Module 3 - Next-Level Teamwork

Learn the 5 Tensions to Manage for High-Performing Teams

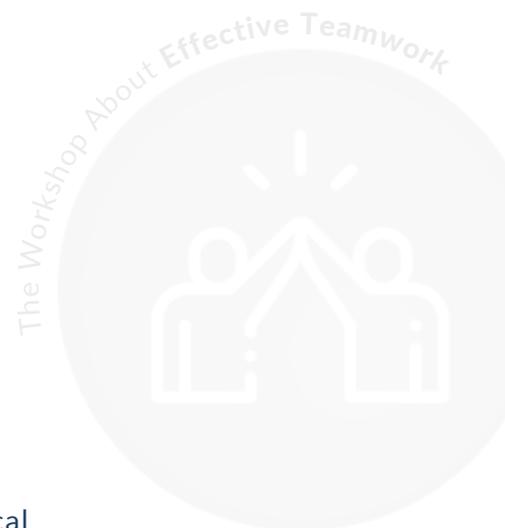
Let's face it, most teams struggle to work together effectively. Despite having smart, hard working people, dysfunction and division can still run rampant. This makes coming to work feel frustrating and exhausting. But there's hope!

While other teams run away from tension, this workshop will teach your team how to embrace it. When you learn to harness the power of healthy tension in these five key areas, your team will shift from unproductive to unstoppable:

- Build trust by focusing on tasks AND relationships
- Increase engagement by leveraging structure AND flexibility
- Have courageous conversations through truthful AND tactful communication
- Align your team to win by promoting collaboration AND independence
- Unleash ownership by increasing empowerment AND accountability

While this workshop won't provide you with miracle cures or magical formulas, what it does offer is something even more valuable: strategies and tools you can put into action.

After this workshop and watch your team transform into a cohesive unit, energized and motivated to achieve collective goals.



What people are saying about this workshop:



Pierre Moreau
Director at
Canada Dunkin Brands Inc.

"Since our workshop we have experienced a noticeable return on our investment. I am witnessing more collaboration between our field-based people than ever before, even though they are spread out all over the world. This relationship development has resulted in team members being more willing to pick up the phone and call one another, collaborate, and work as a strong team."

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Module 4 - Fostering a Feedback Culture

How to Improve Communication, Avoid Misunderstandings, and Build Trust

Most people find it really difficult to give and receive feedback.

It's so tough to have difficult conversations and yet they are foundational for high-performing teams and successful leadership.

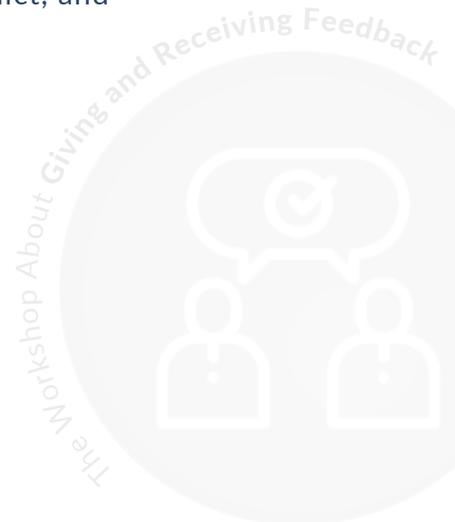
This workshop helps participants succeed in having the type of conversations that are often avoided or handled poorly, such as: disagreeing with someone, providing feedback to a colleague, dealing with conflict, and managing diverse opinions.

Through this workshop, you will learn how to:

- Identify the habits helping and hurting your communication
- Apply a simple yet effective three-step approach to giving and receiving feedback
- Question assumptions before jumping to conclusions
- Deal with concerns before they escalate
- Increase your ability to be both truthful and tactful for greater impact

In the new world of work, with teams working together in fresh ways with diverse technologies and connection points, having tough conversations is harder than it's ever been.

After this workshop it will be easier for your leaders and teams to communicate with clarity and confidence.



What people are saying about this workshop:



Gail LaForme

*Operations Site Manager,
Department of Medicine at
McMaster University*

"I have been involved in numerous leadership workshops, and this is the best one I've taken. I will definitely transfer the knowledge I received into my daily work.

After the session, I had to provide some feedback to a staff member who I had a challenging issue with, and I used the tools the workshop suggested. It completely changed my style of interaction, and the outcome was extremely positive."

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Module 5 - Leading Change

Learn the 5 Tensions to Manage for Successful Transformation

Most change initiatives divide and disappoint. Opposition and confusion are common, making the process feel like an uphill battle.

While others struggle to deal with the inevitable conflicting values that come with change, you're going to tap into the power of "And" thinking.

By learning how to leverage healthy tension in these 5 areas, change management becomes change mastery:

- Embrace innovation AND consistency
- Validate facts AND feelings
- Focus on the short term AND the long term
- Promote planning AND action
- Value complexity AND simplicity

This workshop does not claim to provide you with a silver-bullet solution; instead, it offers something much more valuable: a practical, actionable blueprint to navigate change with skill and confidence.

Change is hard. Period. But, it doesn't have to be a source of constant stress and overwhelm.

This workshop will empower your leaders to turn resistance into resilience and division into unity.



After this workshop, your leaders will have their final small group coaching session to answer their specific questions and build confidence before heading into their final month of training.

The Workshop About Navigating Change



What people are saying about this workshop:



Carol DeVarrenes

Director of Marketing and Communications at CIBC World Markets

*"It is always challenging to come up with a program that is **the right fit for a senior management team who have experienced a variety of activities during the course of their careers.***

This turned out to be a truly innovative experience with the right combination of challenge, creativity, teamwork and fun. The dynamic and professional approach made the event a terrific success."

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Module 6 - Lead With 'AND'

Learn the 6 Tensions to Manage for High-Performing Leaders

As a leader, you're committed to making a difference and delivering on expectations. But when it comes to moving things forward, you're stuck because you're constantly wrestling with conflicting values and refereeing team members who are divided and digging in their heels.

It's time to learn how to deal with unavoidable tensions you face as a leader.

Through this workshop, you will learn how to:

- Set high expectations AND extend grace
- Increase confidence AND remain humble
- Leverage optimism AND maintain realism
- Embrace change AND preserve stability
- Focus on profit AND foster a purpose
- Care for others AND care for yourself

Knowing how to manage these specific tensions will set you up for success in upcoming leadership projects, conversations, and meetings (some you might have the very same day).

After this workshop they will know how to rise above polarity, division, and conflicting values, and lead with confidence.



What people are saying about this workshop:



Shannon Brown
*Head of Global Deliver,
Operations and Sales at
Matchfield & Raise*

"With Leaders for Leaders, we learned strategies for better teamwork and developed concrete action steps to use back at work. I was blown away by what we achieved! This was the missing piece we need to take our company to the next level."

[SEE OUR WORKSHOPS IN ACTION](#)

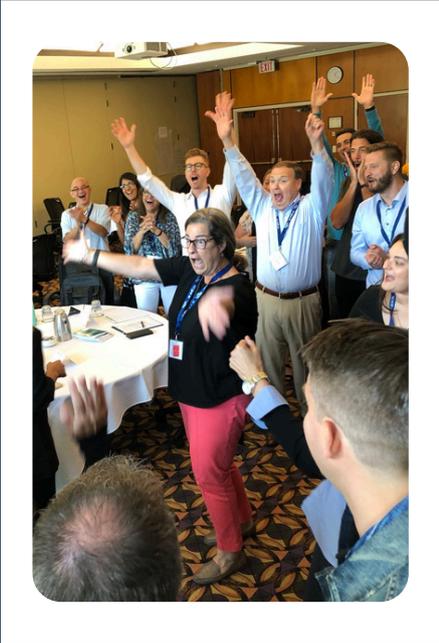
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YOUR NEXT STEPS

Do you have questions or ideas about when you'd like your program to start?

If so, here's what's next:

What's next



1. Book a Call

We'll talk about your goals and the leaders you plan to add to your cohort (up to 25). Fill us in on logistics, timing, and any special requests to ensure your program comes off without a hitch.

2. Book Your Leadership Foundations Program

The whole process will be easy for you from start to finish. We'll send over a proposal, you sign the contract, and we'll get your kickoff date locked in!

3. Watch Your Leaders Thrive

Be prepared to receive great feedback every month and watch your leaders become more confident, more engaged, and more effective.

COMPANIES LIKE THESE TRUST US TO TRAIN THEIR LEADERS AND SO CAN YOU.



We're excited to talk to you!

CLICK HERE TO
**BOOK
A CALL**





What people like you are saying about their program...

*"At StressCrete Group, we were looking to develop leadership and emotional intelligence skills among our employees, having traditionally focused only on technical training. **The "Leaders for Leaders" program emerged as our perfect solution, offering a seamless, engaging approach to leadership development that was both professional and accessible.***

From the first session, we noticed an immediate positive impact - creating a buzz of excitement and demonstrating our genuine investment in our team's growth and potential. This collaborative program has not only helped our employees develop critical leadership skills but has also provided a pathway for emerging leaders to be identified and nurtured across all levels of our organization."



**Don Forbes
Luke van Vilet
Stephanie Daiello**



**Robb Schachter,
PsyD**

Senior Learning and
Organizational Development
Consultant

"In a world where the prospect of having to attend team building and leadership development workshops often leaves participants sighing, "Here we go again," people actually look forward to the Leaders for Leaders team coming by. What they do is different than the norm for a number of reasons.

First, rather than trying to force your objective to fit their solution, they fit a solution to meet your objective.

Second, the workshops are really engaging, not because they try to make them fun which they are, but because they are able to bring participants fully into the space to do work that has an immediate impact on their daily lives. Being fun, engaging, and impactful at the same time is a rare thing.

After each session, people actually talk about how they've effectively used what they learned, which is exactly what you want."

We know what an impact this program can make within an organization and we can't wait to talk to you.

[CLICK HERE TO BOOK A CALL](#)



YOUR PROGRAM TEAM

Meet your new favorite team! We're committed to providing you with unparalleled service and to ensure you have the best experience possible.

Our goal is to make the entire process easy for you from start to finish!



CLAUDIA VALLE

Program Director & Facilitator

Claudia has designed and delivered leadership training worldwide for Fortune 500 companies, not-for-profits, and everything in-between. She loves helping teams and leaders move from surviving to thriving and uses all of her experience to help people get unstuck, achieve their goals, and make a difference.



APRIL SUNSHINE HAWKINS

First Contact & Facilitator

April utilizes her 20+ years of teaching and facilitation experience to help leaders learn to navigate the unavoidable tensions that come with leading a team. She loves empowering people to tap into more of their emotional intelligence and provide psychologically safe spaces for people to work.



CHRISTY BLOEMENDAL

Coordinator & Facilitator

Christy has worked as a teacher, university instructor, and school leader, honing her ability to design and deliver exceptional learning experiences. Her hope for everyone she works with is that they leave energized and empowered to be better leaders and better people.

If you haven't booked a call yet, that's the first step!

Right after you provide your info, you'll be taken to a page to book your call!

[CLICK HERE TO BOOK A CALL](#)



Not ready to book a call, but have a quick question?

Or does the idea of a Zoom or phone call make you feel 🙄🙄🙄?

Check out our [FAQs](#) or send an email to info@leadersforleaders.ca

and we'll get back to you asap!