

# In-Person & Virtual WORKSHOPS



**Book a Workshop to help your leaders, managers, and supervisors *tap into their full potential.***

*“We finished our leadership team offsite, and I must say, your sessions were the highlight. I’ve never received such positive feedback on an external provider in my career.”*

—Jobber



**Leaders FOR Leaders**

Developing Leaders. Driving Success.

LEADERSFORLEADERS.CA

# Explore your WORKSHOP OPTIONS

Each of these 3-hour workshops can be **in-person** or **virtual**.  
Click to learn more about each workshop:



*For Both/And Thinking:*

## THE POWER OF HEALTHY TENSION

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*For Confident Leadership:*

## LEAD WITH AND

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*For Effective Teamwork:*

## NEXT-LEVEL TEAMWORK

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*For Giving & Receiving Feedback*

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## About LEADERS FOR LEADERS

We develop confident leaders so they can drive success in their organization (and we make it fun)! In the last 30 years working in leadership development, we've trained **300,000+ leaders** in **Canada**, the **USA**, and **all over the globe**.

We're the industry pioneers in helping organizations like yours **manage tension in a healthy way**.

[LEARN MORE ABOUT US HERE](#)



## What is HEALTHY TENSION?

Being a leader means you need to deal with **conflicting values**, **polarizing points of view**, and **complex issues**.

Most people assume that tension is bad, so they either ignore it or avoid it.

**However, great leaders know tension is actually *unavoidable* and they need to learn to *manage* it.**

Our workshops equip your leaders to tap into the superpower of healthy tension and drive success across your organization.

[LEARN MORE ABOUT HEALTHY TENSION HERE](#)



For Both/And Thinking:

# THE POWER OF HEALTHY TENSION

*How to Overcome Chronic Issues and Conflicting Values*

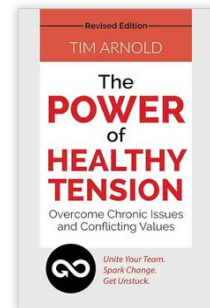
In a world where people like to pick sides, we can mistakenly treat every challenge as if it's a problem to be solved, with a right or wrong answer:

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



This foundational workshop will help your leaders create a safe, challenging, and productive work environment to deal with chronic issues that are coming up again and again.

**Book this workshop to help your group get unstuck and use the power of healthy tension to accomplish your important work.**



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

—The Miami Heat

[CLICK HERE TO BOOK A CALL](#)



For Confident Leadership:

# LEAD WITH AND

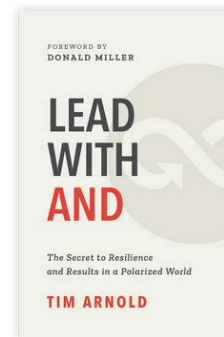
*Learn the 6 Tensions to Manage for High-Performing Leaders*

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



Lead With "AND" is a paradigm-shifting approach for progressive leaders who want to transform their workplaces.

**Book this workshop to learn how to rise above polarity, division, and conflicting values and lead with resilience, results, and lasting impact.**

*"Our organization has great people and clear business goals, but we lacked cohesion amongst our teams. With Leaders for Leaders, we learned strategies for better teamwork and developed concrete action steps to use back at work. **This was the missing piece we need to take our company to the next level.**"*

—Raise Recruiting



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For Effective Teamwork:

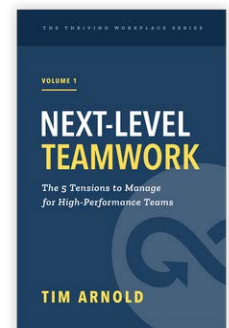
# NEXT-LEVEL TEAMWORK

*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



We know there is no miracle cure or magical formula when it comes to teamwork, but this workshop offers something even more valuable: strategies and tools you can put into action.

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



*"Since our team-building morning 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."*

*—Dunkin Brands (Dunkin Donuts/Baskin-Robins)*

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For Navigating Change:

# 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



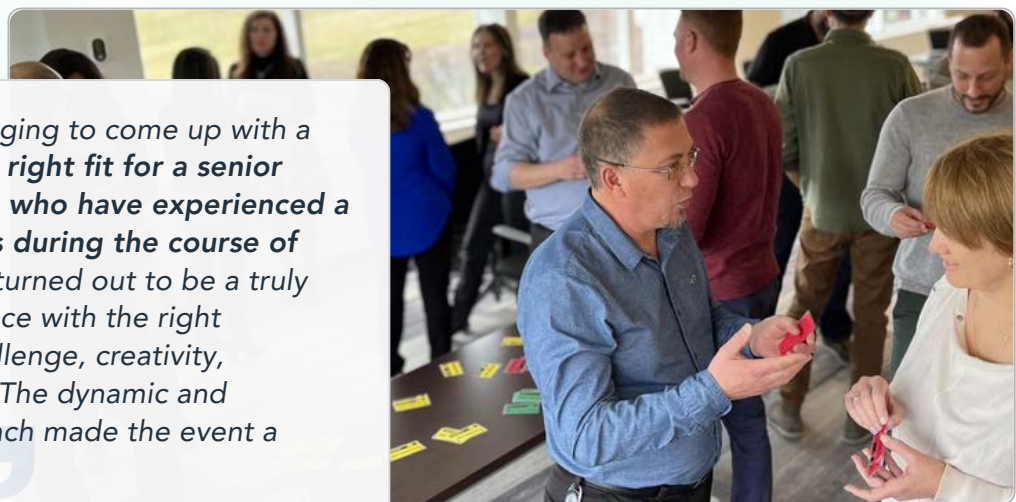
This workshop does not claim to provide you with a silver-bullet solution; instead, it offers something much more valuable: a practical, actionable blueprint to navigate change with skill and confidence.

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

**Book this workshop to learn how to turn resistance into resilience and division into unity.**

*"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."*

—CIBC World Markets



[CLICK HERE TO BOOK A CALL](#)



For Emotional Intelligence:

## 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. As 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.

**Book this workshop to cultivate emotionally intelligent leaders who will drive your company's growth and success.**

*\* This workshop can also be expanded into a full day where each participant will take an assessment and receive a 21-page EQ report highlighting their strengths, weaknesses, and opportunities for growth.*



*"Booking 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 book another workshop with the Leaders for Leaders team for our next team retreat.**"*

—Ronald McDonald House Charities

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For Giving Feedback:

# FOSTERING A FEEDBACK CULTURE

*How to Improve Communication, Avoid Misunderstandings, and Build Trust*

Most people find it really challenging to give and receive feedback. It's 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.

**Book this workshop to make it easier for your leaders and teams to communicate with clarity and confidence.**



*"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 course, 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."*

—McMaster University Department of Medicine

[CLICK HERE TO BOOK A CALL](#)

# YOUR NEXT STEPS

*The good news: it's super easy from start to finish!*



## 1. BOOK A CALL

We'll talk about your goals and determine the best workshop for your leaders. Fill us in on logistics, timing, and any special requests to ensure your event comes off without a hitch.



## 2. SCHEDULE YOUR WORKSHOP

We'll send over a proposal, you sign the contract, and then your workshop is locked in!



## 3. WATCH YOUR LEADERS THRIVE

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

[CLICK HERE TO BOOK A CALL](#)



*Companies like these trust us to train their leaders— and so can you.*



# YOUR WORKSHOP TEAM



## 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.



## CHRISTY BLOEMENDAL

### *Director of Operations & 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.



## APRIL SUNSHINE HAWKINS

### *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.



## LIBBY WILLIAMS

### *Workshop Coordinator*

Libby is a dynamic professional with a diverse background spanning over a decade in client services, coordination, project, and operations management. She is passionate about supporting teams and leaders, and creating seamless systems and processes that turn vision into reality.

# LEADERSHIP KEYNOTE SPEAKER



## TIM ARNOLD

### *President, Leaders for Leaders*

Tim Arnold is a leadership development expert, bestselling author, and internationally recognized keynote speaker helping leaders harness the power of "AND" thinking in an Either/Or world. Tim is the bestselling author of four books, which form the basis for our workshops: ***The Power of Healthy Tension***, ***Lead with AND***, ***Next-Level Teamwork***, and ***Leading Change***.

[CLICK HERE TO BOOK A CALL](#)