



12 VIRTUAL WORKSHOPS

60-minute interactive sessions that are a proven way to build teams, develop leadership, and improve results.

Sessions can be purchased individually or in groups.

SESSION #1 – THE FOUNDATIONS OF RESILIENCE

Become Optimistic AND Realistic

You want to make a difference and leave a mark; however, it often feels like you're fighting an uphill battle against broken systems and impossible demands. Effective people understand what they can and can't control and focus their energy on things they can actually influence. Learn how to be driven by hope for a better future while accepting the brutal facts of reality to increase resiliency and results.

SESSION #2 – THE SECRET TO SUSTAINABILITY

Care for Others AND Care for Yourself

When looking beneath the surface of some of the most incredible difference makers in recent history you'll often find family breakdowns, health issues, and burnout. The sad reality is that making a difference often comes at a high personal cost. Is there a way to lay down your life and have a life? Is there a secret to caring for others while not neglecting yourself in the process? Identify self-care practices that are meaningful and manageable and find ways to fit them into your day.

SESSION #3 – OUTSMARTING CHANGE

Embrace Change AND Preserve Stability

The reward for leadership success is often more work, and there are more opportunities coming your way than ever before; potential partnerships, new services, growth and expansion. The question is, "how much is too much?" How do you know when the benefits of change and innovation are coming at the expense of your mission? Learn to skillfully pivot and leverage opportunities while holding on to core values and proven practices.

SESSION #4 – THE HIGH-PERFORMANCE PARADOX

Have Expectations AND Extend Grace

You know that goals and objectives can increase motivation, focus, and performance. You also know that as a leader it's your job to see and call out the best in others. At the same time, non-stop, high expectations can lead to resentment, stress and burnout. Beyond that, everyone you work with is fighting a battle you know nothing about. Learn how to be driven towards goals and excellence while having empathy and acceptance with yourself and others.

SESSION #5 – MAXIMIZING MOTIVATION

Become Profit-Focused AND Purpose-Driven

You are conditioned to accept the fact that some people (and organizations) are all about making money. The 1%, the greedy, and the privileged. While others are all about making a difference. Servant-leaders, humanitarians, and charities. What if the most powerful strategy for long-term impact is to pursue both? Explore how profit AND purpose are the best formula to change the world.

SESSION #6 – HUMBLE CONFIDENCE

Leverage Your Strengths AND Embrace a Growth Mindset

On many levels you know you've grown in your leadership and have come a long way in figuring out how to make a difference. Yet rarely a day goes by when you're not reminded of how far you have to go. You feel responsible to speak out, teach others, and leverage your voice. Yet, you know that you have more questions than answers. Learn how it is possible – and powerful – to stand firmly in confidence while at the same time be grounded in humility.

SESSION #7 – HEALTHY COMMUNICATION

Effectively Give Feedback AND Receive Feedback

By embracing the type of conversations that are often avoided – giving and receiving feedback, dealing with conflict, and managing diverse opinions – you will foster a culture of trust, high-performance and continual improvement. Developing a feedback culture will help you overcome the challenges of difficult conversations and equip you with the interpersonal tools needed for success.

SESSION #8 – BUILDING TEAM TRUST

Focus on Task AND Focus on Relationships

On one hand you know that, "If you want things done right, do it yourself." On the other hand, you know that, "two heads are better than one." How can you stay focused on your individual responsibilities, while contributing to a healthy team culture that fosters vulnerability and engagement? Learn ways to bring out the best in everyone by focusing on the work that needs to be done AND developing the relationships required to do that work well.



Allstate



AstraZeneca



SESSION #9 – DYNAMIC BALANCE

Thrive at Work AND at Home

When it comes to meeting all your demands at work and at home, the idea of achieving balance can seem completely impossible. And that's because it is! But there's hope. The secret is to understand the concept of "Dynamic Balance." Instead of trying to do everything for an equal amount of time – learn how to do the right things at the right time. You can't have it all at once, but you can probably have most of it over time.

SESSION #10 – NEXT LEVEL ENGAGEMENT

Give Freedom AND Hold Accountable

With more teams working remotely, how can this newfound freedom be leveraged for new levels of individual engagement and motivation? At the same time, how can the team ensure that commitments are still being met and balls aren't being dropped? When you learn how to manage Freedom and Accountability in a healthy way, effective teamwork is sure to follow.

SESSION 11 – COURAGEOUS CONVERSATIONS

Be Truthful AND Tactful

You're responsible to speak up and share your ideas, thoughts, and concerns, yet you worry about coming across as aggressive or hurting people's feelings. You know it's important to be diplomatic and relational, yet you worry about watering down your ideas and becoming vague. Learn how to be clear and candid *while at the same time* empathetic and kind, for communication success.

SESSION #12 – THE EQ EDGE

Leadership Success Through Emotional Intelligence

Emotional intelligence (EQ) is increasingly becoming one of the most important skills any individual can have. The research is clear; people with high emotional intelligence have higher job satisfaction, are more effective employees, outperform and earn more than their colleagues, and live with higher confidence and happiness. Understand what emotional intelligence is, learn how to avoid being emotionally hijacked, and gain simple strategies that will develop your EQ.



"I've been around the corporate world for a long time, and I must say these sessions are outstanding. You have such a real, sincere and yet professional way of presenting the material, and the breakouts, survey's and chats make the concepts easy to follow and the time fly by. I'm always disappointed when the sessions are over. Keep up the great work!"

Mark J. Stashuk, Systems and Processes Senior Consultant, Parkland Burnaby Refinery

"These hour-long sessions have provided practical and timely support to nearly 100 staff from YMCAs across the country. Staff that included CEOs to entry level managers shared very positive feedback after each session. Many commented how easily transferrable and useful the learning was, and shared that the workshops were the highlight of their week."

Ida Thomas
VP Children, Teens and Young Adults
YMCA Canada



How It Works:

1. **Select Your Workshop** – Choose the session(s) that are a perfect fit for your organization from our diverse list of 12 options.
2. **Lock in Your Time Slot** – Sessions can be scheduled on a daily, weekly or monthly basis and can take place any time of the day. Multiple sessions can also be scheduled in one day.
3. **Connect, Learn and Grow** – By tapping into the power of virtual connectivity, gain the benefits of your team feeling more aligned, engaged, and appreciated. This can work with an intact team, team members from a division, or participants from across the organization.

Investment:

Group Size	Individual Session	3 or More Sessions	8 or More Sessions
0-20	\$1,750/session	\$1,500/session	\$1,250/session
After 20	Add \$50/person/session	Add \$40/person/session	Add \$35/person/session
Over 100	Contact us for pricing		

WHY VIRTUAL WORKSHOPS WORK:

- **Relevant & Timely** - Working remotely makes teamwork and leadership challenging. Equipping your people with the skills required to thrive has never been more critical for success.
- **Practical & Actionable** - Real-world examples and a personal action plan make sense of the concepts and provide skills you can apply right away.
- **Interactive & Fun** - No one wants to attend another boring online training. Delivered by a master facilitator, these workshops are highly experiential with collaborative challenges, breakout rooms, and small group discussions to bring each session to life.

OUR FACILITATORS

CLAUDIA VALLE

Program Director - *Leaders for Leaders*

Claudia leverages her background in experiential education so that the leaders and teams she works with reach their goals and their full potential. This has resulted in her designing programs for Fortune 500 companies that include Enbridge, Procter & Gamble and Sysco; and delivering cutting edge learning experiences in various countries throughout North America, Europe, Asia, and Africa.

TIM ARNOLD

President - *Leaders for Leaders*

Author - *Lead with AND & The Power of Healthy Tension*

Through his experience owning a business that is committed to both profit and purpose, launching a social enterprise, and directing a homeless shelter, Tim Arnold understands how hard it is to lead in challenging situations. This is why he's driven to help leaders, ranging from Nobel Peace Prize winners to Fortune 500 CEOs, successfully navigate the path to resilience and results.