



APPLIED LEADERSHIP & MANAGEMENT TRAINING PROGRAM

A Bluteau DeVenney Program

In today's competitive business environment, achieving and retaining the leadership edge is critical. It's what sets great employees apart and what helps organizations outperform the competition.

Developing your leadership skills results in higher-execution, higher performance, and direct bottom-line results, not only for your organization, but for your career as well. The Applied Leadership and Management Training Program helps you define, develop and apply your natural leadership advantage.

OBJECTIVES AND OUTCOMES

Invest in training and development to provide high potential employees with the confidence to take a leadership role, build a bigger future, and have a significant business impact.

OVERVIEW

The Applied Leadership and Management Training Program is a 12 session learning format that provides a practical and applied development program.

THE APPROACH

The Applied Leadership and Management Training Program combines monthly classroom training and actual work assignments to apply learning.

The program is comprised of twelve, three hour training sessions held once a month with a certificate of completion awarded to each participant at the conclusion.

Sessions are small and interactive combining several forms of experience (from assessments, exercises, and case studies to concept discussions and real work projects) to build the most impacting results. The sessions are practical and applied to developing a leadership mindset while also providing a motivating and enjoyable experience.

RESULTS

Participants build a bigger future vision for themselves and those around them and understand how to lead to have a meaningful impact for their organization.



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MODULE OVERVIEW

SESSIONS 1 + 2 | PERSONAL LEADERSHIP

Course Description The objective of this module is for participants to identify their individual leadership advantage and build confidence in their own authentic approach. The module provides a concrete and comprehensive method to gain self awareness and confidence to be a leader: increasing initiative, improving individual performance and impact on others, and building people skills for more motivational interaction.

Outcomes Participants have a compass to guide their strengths and work with their own leadership brand. They gain confidence, focus and the ability to accelerate actions to achieve more. This module resolves the challenges for participants of trying to imitate other leaders rather than being themselves.

SESSIONS 3 + 4 | VISION & INNOVATION

Course Description The objective of this module is to gain the ability to craft and communicate a vision to inspire others to a bigger future. Leaders create value for others by showing what is possible and to inspire and motivate action while mitigating the risk and fear of change.

Outcomes Participants build a bigger future vision for themselves and those around them and understand how to communicate a compelling story that connects and creates motivation in others. Participants also clarify the leadership competencies needed to lead the vision.

SESSIONS 5 + 6 | STRATEGY, JUDGEMENT, & DECISION-MAKING

Course Description The objective of this module is to develop strategic thinking and problem solving to create competitive advantage. Participants build decision-making skills to connect people to strategy and align actions with results.

It is critical that leaders prioritize strategically to achieve results. Current research shows that only 8% of strategies succeed as planned or better mainly due to a lack of clarity with people. Leaders need to see where the puck is going and have a clear and confident plan.

Outcomes Participants think and act decisively to lead for performance setting focused priorities, executing and delivering effectively against the plan, and understanding how to build competitive advantage to win in the market.



SESSIONS 7 + 8 | LEADING TEAMS

Course Description The objective of this module is to build high-performing teams knowing how to motivate, coach, and support others to achieve excellence, and engage effectively. Success is not a solo sport and leaders have a key role in coaching the performance of others.

Outcomes Participants gain a guide to building the high performance team for greater results, higher retention, and higher engagement. Participants learn how to coach effectively for performance and lead change using effective communication and support skills.

SESSIONS 9 + 10 | COLLABORATION & INFLUENCE

Course Description The objective of this module is to understand how to get people to do what you want because they want to do it – the real secret of leadership. Participants learn how to influence and use consultative questioning to move people forward and communicate to connect with audiences. Leaders need to communicate effectively, building relationships and motivating others with words – understanding the language of leadership.

Outcomes Participants gain confidence in knowing how to use words and actions that connect positively, negotiate fairly and effectively, promote ideas successfully, and develop relationships that work.

SESSIONS 11 + 12 | CHANGE LEADERSHIP

Course Description The objective of this module is to implement an approach that works with the three elements that explain why and how people change. With this understanding, leaders can greatly increase their team's capacity for change.

Being able to lead change effectively reduces stress as people connect with the need, buy-in, and build leadership at all levels. Engagement and support for change leads to improved results and productivity. Change done well saves time, money, and resources and keeps the organization on the leading edge for customer value.

Outcomes Participants gain a proven roadmap to leading change. They understand the three elements to connect organizational change with their audiences to build the organization's capacity for success and staying on the leading edge.



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In Partnership with



A Halifax Chamber of Commerce Initiative

ASSESSMENTS & TOOLS

Comprehensive assessments and tools created by Bluteau DeVenney are provided as well as other popular assessments including the Kolbe Index, Myers Briggs, EISA Self Assessment, LEAD Style, and more.

RETURN ON INVESTMENT

The success of the program will be measured by three levels of return on investment analysis:

- Participant feedback as to the evaluation of the program in terms of satisfaction, value, and recommendation to others.
- Participant testing will be provided after the completion of each module to establish the level of learning from the program.
- Participant feedback will be completed at the end of the program to establish the level of application of concepts to actual work.

COST | The Applied Leadership and Management Training Program costs \$5,000 per participant, but it is being offered either free-of-charge or at 50% discount to Chamber members who meet the required criteria.

CRITERIA TO BE CONSIDERED

- Companies must be Chamber members.
- For qualified companies with less than 50 employees, the first two employees can take the program free of charge. For every employee thereafter, the program covers 50% of the program fees; in other words, the Chamber pays \$2,500 and the company pays \$2,500.
- For qualified companies with more than 50 employees, every employee is entitled to a 50% discount.
- Note that there are more specific criteria, including industries that are excluded from the program, contact Paul DesBarres, Annapolis Valley Chamber of Commerce at profdev@annapolisvalleychamber.ca or (902) 678-4634 for more information.



HOW DO I APPLY

If a Chamber member is interested in participating (or they have employees who are interested in participating), they can visit the Annapolis Valley Chamber of Commerce's website where they can fill out an application and begin the process.

www.annapolisvalleychamber.ca

Or

Contact: Paul DesBarres

Phone: (902) 678-4634

Email: profdev@annapolisvalleychamber.ca

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Strategy. Leadership. Performance.