

Leadership Now

Course Link: www.moreco.ca Leadership Academy | Leadership Now

Leadership Now

Change is constant and being able to adapt to change thoughtfully and successfully is an essential skill for every employee. While we can not control the uncontrollable, we can control our reactions and proactive actions to navigate the changes that appear in front of us. Discerning what is and what isn't in our control and choosing how to respond and what to create from the uncontrollable situation is increasingly important in our fast paced world. **Leadership Now** is a 4 month on-line facilitated learning experience that will transform your ability to *lead yourself* through change. You will learn new skills, gain access to new tools, and develop new behaviours that will positively impact you and have a ripple effect on your co-workers, your clients and simultaneously strengthen the overall health and resiliency of your business. **Leadership Now** strengthens your ability to successfully navigate situations before they arise, in the moment, and after they happen. We begin with 1 of 3 group training sessions and establish the core fundamentals of the program. In between group training sessions, you will experience 1:1 customized training sessions where you experience skills training unique to you, your role, and your specific business opportunity. We collectively meet for a mid point group training session to learn more skills and learn how to apply the skills within your day to day business operation. We complete the 4 month skills development experience with a final group training session and train effective integration methods of the learning into your role.

The key learning objectives encompass: reading situations, natural reactions vs. chosen responses, decision making process, awareness of choices, 5 dimensions of leadership* (*modified from the Co-Active Training Institute), skills and tools to apply the training in any scenario, and more.

Participants will gain further knowledge in the following learning objectives:

- a) discerning what is within our control and what isn't
- b) how to navigate change systematically
- c) an introduction to emotional intelligence
- d) situational awareness and how to respond
- e) leveraging values into leadership actions and behaviours
- f) creating from any circumstance
- g) utilizing a disciplined relationship based approach during times of adversity

The online facilitated training will explore:

- a) everyone is empowered to be a leader
- b) 5 dimensions of leadership
- c) skills and supporting tools to apply for each dimension
- d) shifting perspectives from an issue to an opportunity and how to make this shift

Upon completion of the 4 month **Leadership Now** curriculum, participants will be able to apply the following outcomes:

- a) connect to their decision making framework during adversity
- b) successfully turn issues into opportunities
- c) take ownership and effective actions to affect positive change with autonomy
- d) positively impact their own productivity and be more prepared to advance in the organization
- e) leverage company values to make empowered decisions
- f) utilize a proactive and empowered approach to business obstacles

Course Modules

1. **1/2 day online workshop (3.5 hours: facilitated, synchronous, video training)**
 - Introduction of Leadership Now principles
 - The Who, What, When, Where, Why and How of Leadership
 - Interactive discussion and training of leadership skills regardless of the situation

2. **1:1 Customized skills development and training. Every week for 4 months (up to 8 hours of 1:1 customized, facilitated, synchronous video training sessions)**
 - Personalized training and incorporation of the leadership principles
 - Awareness, training, and guided application integrated into work experiences
 - Training the skills and utilization of tools to strengthen the individual and the company overall

3. **1/2 day mid point group training (3.5 hours: facilitated , synchronous, video training)**
 - additional training on key leadership principles skills, and tools
 - reinforcement of experiential and situational learning
 - identify how to integrate the learning into each of the specific roles
 - role play real-time challenges utilizing the skills in a group setting

4. **1/2 day completion (3.5 hours: facilitated, synchronous, video training)**
 - final training on key leadership principles skills, and tools
 - transitioning and incorporating the new skills into every day business operations
 - impact assessment and measurement of skills utilization

Assessment Method

Participants will be assessed in the following ways.

- 1) *Self Assessment*: An explanation of their understanding of the leadership principles as well as a diarized record of the actual utilization and impact of their leadership skills throughout the 4 month training.
- 2) *Manager Feedback*: A 360 assessment of the leadership principles utilized by participant. To be completed within 6 months of the training start date.
- 3) *Leadership Impact Score*. Leadership principles and company values metrics quantifying the business impact of the application of the learned skills by the participant.

Total Training Duration/Length

- **4 months of training** (10.5 hours of group training and 8 hours of customized and tailored 1:1 training)

Total Training Hours

- **18.5** hours of total training (10.5 group and 8 hours 1:1)

Total Cost of Program:

- \$2995.00 per participant + GST

Course Capacity (10 participants + Manager Sponsor per cohort)

Delivery Method*

- **Video Conference** (100%).
- Client determines video technology platform
- **The delivery method and training format, normally offered as an in-person workshop, has been adapted and is now 100% online due to the restrictions of the Covid-19 pandemic.*

Instructor Bio

Matthew Gould leads a Leadership, Sales, and Business Improvement training company called More Co Ltd., which specializes in training and facilitation on all things to do with leadership and performance in business and in life. He has extensive experience leading teams across small, medium, and corporate businesses over the last 24 years and effectively and skillfully collaborates with teams to positively impact the business cultures and business effectiveness of his clients. In addition to being an exceptional facilitator and professionally certified co-active coach (CPCC, *The Coaches Training Institute*), he has over 2 decades of practical experience success-

fully leading teams across many industries including the fast paced and competitive communications and internet industry.

The diverse range of practical field experience from sales, distribution, in-direct leadership, direct reports, corporations to startups, shines through in his experiential courses which are designed to be personal, practical, and immediately impactful. He possesses an energetic and authentic spirit and effectively adds value the leadership skills of the participants he is fortunate to work with.