

Fundamentals of Leadership



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Essential Learning for Effective Leaders

Leadership Matters.

In the workplace of today, whether virtual, hybrid, or in-person, effective leadership drives success. But leaders are under tremendous pressures from above and below. Daily, they are responsible for inspiring teams, nurturing innovation, and building trust in climates of uncertainty and constant change. Today, leaders not only manage tasks, but are expected to be agile, resilient, and empathetic. This mix of skills and attitudes is why **Fundamentals of Leadership** exists.

Investing in leadership development is the most important and impactful investment an organization can make because it creates lasting value. Not only will you benefit personally, but your teams will report improved outcomes like better communication skills, increased self-confidence, and even better life/work harmony.

Are you ready to embark on this leadership journey?

Over the course of the entire 10-day program, the concepts will be unpacked in a dynamic and memorable way, practicing learning in a safe peer-to-peer environment. Your instructor is a respected, trusted, and accomplished leader, ready to share their wisdom and a few personal stories along the way. They are a resource for you too – bring your best questions to each session.

Fundamentals of Leadership Snapshot

Effective Interpersonal and Organizational Communication (4 days)

The ability to communicate effectively is the bedrock of successful leadership. Organization today can be entirely virtual, a hybrid group, or a traditional in-person team, but the demands on leaders have never been greater—or more complex. This course isn't just about learning to communicate; it's about mastering the art of communication and bringing self-awareness to the way you lead.

Leadership Skills (3 days)

Teams rely on leaders who communicate effectively, but also possess two essential skills: problem-solving and emotional intelligence. This course prepares leaders to navigate challenges with a wide-range of alternative strategies, while mastering emotional intelligence. Through real-life scenarios and a focus on Appreciative Inquiry, leaders will learn to interpret, apply, and evaluate responses, and manage the resulting positive change that drives results in any leadership role.

Building a Performance Culture (3 days)

Growing and sustaining high-performance teams requires leaders who understand what connects, motivates and engages people. FLP3 begins by asking the powerful question – who will be your legacy? You'll learn how to shift from manager to coach and feel equipped with the tools to empower your team and to create environments where collaboration, belonging, and honest feedback are a natural part of the day-to-day experience, from onboarding to succession planning.

Topics for Today

Leader self-awareness | Personal Accountability | Stakeholder Engagement | Ethical Leadership
Challenging Conversations | Multi-generational Workplace | Coaching | Employee Lifecycles

We welcome leaders on any path

Current Leaders: Enhance your ability to lead in virtual, hybrid, and in-person settings by sharpening your communication strategies and tactics to connect with your teams more positively.

Aspiring Leaders: Gain the communication skills needed to confidently step into leadership roles, especially in today's diverse workplace environments.

Team Builders: Learn how to inspire, motivate, and unite your team, regardless of where they are or how they work.

If you're serious about leading effectively in the modern workplace, this course is designed for you.

What's included?

FLP1 Effective Interpersonal and Organizational Communication

1. Communication Mastery for Modern Leaders

Understanding how to express yourself using different mediums and within your unique environment, so that you can align your teams and achieve your organizational goals is a key focus of FLP 1.

Key Takeaways

- Master the principles of interpersonal communication for virtual, hybrid, and in-person settings.
- Explore how organizational communication structures influence team performance in the modern workplace.

2. Personalized Insights with the DYNAMIX® of Communication tool

Being aware of your unique communication style is crucial today, and the world-class DYNAMIX® of Communication tool provides a customized roadmap to enhance your effectiveness.

Key Takeaways

- Receive a personalized DYNAMIX® of Communication Profile report, giving you deep insights into your behavioural preferences and how they impact your communication.
- Learn to adapt your communication style to connect with diverse team members, whether they're across the office or around the globe.

3. Leading Through Feedback and Active Listening

Effective feedback and authentic listening are no longer optional—they are essential skills for leaders in any environment. FLP1 focuses on mastering these much sought-after competencies.

Key Takeaways

- Develop skills in empathic listening and feedback that build strong, positive relationships, even when you're not in the same room.
- Use your individual learning from your DYNAMIX® profile to offer more effective feedback and receive input with humility and curiosity.

4. Building Team Effectiveness Through Communication

Today, thanks to technology, teams can be spread out more than ever, so building a cohesive, effective team is more challenging—and more important—than ever. FLP1 equips you with practical tools to start using day one.

Key Takeaways

- Learn how to create a common language within your team that transcends physical and cultural barriers. Examine microaggressions and communication biases and their impact.
- Practice adapting communication styles to meet the needs of each team member, ensuring everyone feels valued and understood.

FLP1 Impact Topics

FLP1 addresses a wide range of topics impacting the workplace today, discussed in a group-format to bring shared experiences and real-world application. Here are a few highlights:

- Leader self-awareness
- Countering bias
- Non-verbal communication impacts
- Microaggressions
- Levels of listening
- Stakeholder engagement
- Personal accountability
- Leadership stress and resilience