

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?

FLP2 Leadership Skills

1. Mastering Problem Solving

Effective leadership begins with strong problem-solving skills. FLP2 introduces a structured approach to addressing challenges creatively and nurturing a growth mindset essential for modern leaders.

Key Takeaways

- Learn the Four-Step Problem Solving Process to approach challenges systematically.
- Explore the OODA (Observe, Orient, Decide, Act) method as a problem-solving strategy.
- Identify and overcome blocks to creativity while learning about the impact of a growth mindset for continuous improvement for you and the people you lead.

2. Changing Perspectives

Innovative solutions require leaders to shift perspectives and think beyond the obvious. This course will equip you with some of the tried-and-tested tools like SWOT Analysis, brainstorming, and Mind Mapping, but will reposition them for today, to drive better, smarter, more inclusive decisions.

Key Takeaways

- Utilize SWOT Analysis to assess strengths, weaknesses, opportunities, and threats effectively.
- Engage in brainstorming sessions that spark creativity and collaboration to nurture belonging.
- Learn new Mind Mapping techniques to organize your best ideas and visualize the solutions for more decisive action.

3. Appreciative Inquiry for Leaders

The power of positive inquiry in the workplace today cannot be understated. Teams are looking to be motivated, inspired and nurtured by leaders, and in FLP2 you'll learn how to apply Appreciative Inquiry's 5 Ds to create a culture of continuous improvement and engagement.

Key Takeaways

- Learn the 5 Ds (Define, Discover, Dream, Design, Deliver) of Appreciative Inquiry to drive positive change.
- Apply Appreciative Inquiry principles to real-life human resources case studies.
- Develop strategies to lead your team with courage and authenticity.

4. Emotional Intelligence in Leadership

Emotional intelligence (EI) is a critical component of leadership. FLP2 will help you to grow in each area of the 12 EI competencies. Learn how to navigate challenging conversations with empathy and clarity.

Key Takeaways

- Build your relatability and leadership presence by considering the 12 EI competencies.
- Learn guidelines for conducting difficult conversations with empathy and curiosity.
- Apply EI principles through assignments that prepare you to handle challenging leadership scenarios.

5. Leadership Impacts

True leadership is defined by ethical behavior and inclusivity. You will explore the impact of leading with integrity through case studies and examples and see the outcomes that an inclusive environment achieves with flourishing teams.

Key Takeaways

- Understand the importance of leading ethically and how it shapes organizational culture.
- Explore strategies for leading inclusively, ensuring all voices are heard and valued.
- Learn how to implement ethical and inclusive practices that strengthen team cohesion and trust.

FLP2 Impact Topics

FLP2 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:

- Alternative problem-solving strategies
- Growth mindsets
- Blocks to creativity
- Mind Mapping
- Powerful questions
- Difficult and challenging conversations
- Ethical leadership