

## LEADERSHIP FOUNDATIONS

Leadership Foundations is a 6-month experience that will transform your leadership impact -- not only your impact on your team, but also within all relationships in your life. We kick off the program with a full 2-day training session at your location (or an offsite location) where we will deliver the customized leadership foundations that align with your company's culture and business purpose.

### Leadership Foundations

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Between the training sessions, you will experience a customized and confidential series of coaching sessions where you lean in 100% to reinforce learning, obtain more training, and most importantly commit to applying your newfound knowledge about leadership.

We collectively return for a 1-day debrief training session to learn even more about your impact, your fellow leaders' impact and experience, and set the stage for the next phase of your leadership journey.

The class will explore your impact, awareness of choices, 8 foundations of leadership, skills and tools to apply to your impact.

Participants will gain further knowledge in the following learning objectives:

- a) Emotional Intelligence
- b) Levels of Listening
- c) Effective Communication Model
- d) Applying servant leadership
- e) Transitioning values into behaviours
- f) Creation and application of your purpose
- g) The Work-Life Integration Model

The class training will explore:

- a) Why Leadership Matters
- b) 8 foundations of leadership
- c) Skills and supporting Tools to apply each foundation
- d) Creation of a personal vision and alignment with a company vision

Upon Completion of the 6 month Leadership Foundations, Leaders will be able to:

- a) Connect to their own personal leadership blueprint
- b) Lead with authenticity and model servant leadership
- c) Communicate with a higher level of impact
- d) Impact the culture they work in
- e) Bring company values to life through leadership moments
- f) Develop a disciplined and intentional approach to putting the responsibility of leadership into action.

### Course Modules

1. **2-day workshop (16 hours: facilitated classroom training face to face)**
  - Introduction of the Academy
  - 'WHY' Leadership Matters
  - Interactive discussion and training on the 8 foundations
2. **1:1 Training Sessions | Collaboration every 2 weeks (10 hours with a combination of on-site face to face training and conference calls)**
  - Personalized training and incorporation of the 8 Leadership foundations
  - Awareness, training, and guided application integrated into work experiences

- Training the creation of a personal leadership blueprint
- 3. **1 day debrief (8 hours: facilitated classroom training face-to-face)**
  - Additional training on key leadership attributes, skills, and tools
  - Reinforcement of experiential and situational learning
  - Personal testimonial and impact assessment.

#### Assessment Method

Participants will be assessed in multiple ways

- 1) A self assessment and declaration. An explanation of their leadership blueprint as well as a presentation of the experiential changes to their leadership throughout the 6 month training.
- 2) Team member feedback. A '360' assessment of the leader based on peer and team member input.
- 3) Noticeable Impact Score. Behavioural and leadership metrics quantifying the leadership moments and cultural impact of the individual participant.

#### Total Training Duration

- **6 months of training** (24 hours of in-class training and 10 hours of reinforcement consultation)

#### Total Training Hours

- 34 hours of total training (24 face to face, 10 a combination of face to face and tele-presence)

#### Total Cost of Program:

- **\$7,500.00 + GST per participant**

**Course Capacity:** 12 Leaders + Executive Sponsor per cohort

#### Delivery Method

- Classroom (70%) + Tele-conference (30%)
- Client may choose up to 100% in-class facilitation

#### Instructor Qualifications

**Matthew Gould** leads a Leadership, Sales, and Culture training company called More Co Ltd., which specializes in training on all things to do with personal leadership and effectiveness in business and in life. He has extensive experience with leading teams across small, medium, and corporate businesses over the last 24 years, and loves to share his personal experiences to impact the lives, teams, and business cultures of his clients. In addition to being an exceptional facilitator and professionally certified co-active coach (*CPCC, The Coaches Training Institute*), he also has over two decades of experience leading teams across many industries, including the fast-paced and competitive communications and internet industry. Matthew's deep breadth of practical field experience from sales, distribution, in-direct leadership, direct reports, from corporations to startups, comes through in his experiential courses, which are always designed to be personal, practical, and immediately impactful in order to pass on the leadership and business development skills to his fellow leaders.