

Leadership Moves

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

Leadership Moves

Challenges and obstacles regularly appear and being able to lead teams thoughtfully and successfully through any situation is an important skillset in today's ever changing business environment. While we can not prevent change, we can proactively take actions to navigate the changes that appear in front of us and inspire our teams to adapt effectively. Understanding how to build trust, motivate others, and inspire a team to reach a shared set of goals is challenging. **Leadership Moves** is a 4 month on-line facilitated learning experience that will transform your ability to *lead those around you*. You will learn new skills, gain access to new tools, and develop new behaviours that will positively impact your team and your clients and simultaneously strengthen the overall health and resiliency of your business. **Leadership Moves** improves your leadership skills and in turn strengthen's your team's abilities and the ability of your business to successfully navigate situations before they arise, in the moment, and after they happen. We launch the program with 1 of 3 group training sessions and establish the *core fundamentals of leading others*. In between group training sessions, you will experience 1:1 customized training sessions where you receive skills training unique to your role, your team, and your specific business opportunity. We collectively meet for a mid point group training session to learn more skills and learn techniques of how utilize the tools to influence your team within their day to day business operations. We complete the 4 month skills development experience with a final group training session and train effective integration methods of the learning into your leadership role.

The key learning objectives encompass: effective leadership styles, harnessing your influence, key foundations for team success, skills and tools to apply the training immediately with your team.

Participants will gain further knowledge in the following learning objectives:

- a) how to build trust as a leader
- b) how to affect change through a team
- c) effective communication methods that generate positive results
- d) overcoming obstacles and set backs as a team
- e) leveraging values to lead teams
- f) creating from any circumstance together
- g) ensuring business continuity during times of adversity

The online facilitated training will explore:

- a) effective leader styles and when to deploy each one
- b) accountability vs. capability and the importance of this distinction
- c) skills and supporting tools to inspire a team into collective action
- d) influencing people to align with and progress towards a shared set of objectives

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

- a) leverage their leadership tactics to empower their team to affect change
- b) successfully navigate business challenges as a united team
- c) communicate effectively to inspire others
- d) positively impact the skills and capabilities of team members for future advancement
- e) leverage company values to create a high performance culture
- f) utilize a proactive and empowered approach to achieved shared business metrics

Course Modules

1. **1/2 day online workshop (3.5 hours: facilitated, synchronous, video training)**
 - Introduction of Leadership Move principles
 - The power of "WE" and how to build trust
 - Interactive discussion and training of leadership styles for each unique situation

2. **1:1 Customized skills development and training. Every week (8 hours 1:1 customized, facilitated, synchronous video training sessions)**
 - Personalized training and incorporation of Leadership Moves into reality
 - Training and guided application to shift from accountability to building capability
 - Training the skills and utilization of tools to masterfully improve team performance and the company performance 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 teams
 - 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 effective leadership principles skills, and tools
 - transitioning and incorporating new skills into every day business operations
 - impact assessment and measurement of leadership effectiveness

Assessment Method

Participants will be assessed in the following ways:

- 1) *Self Assessment*: An explanation of their understanding of the leadership strategies and tactics 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 effectiveness of the leadership strategies and tactics utilized by the participant. To be completed within 6 months of the training start date.
- 3) *Leadership Impact Score*. Leadership tactics 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.