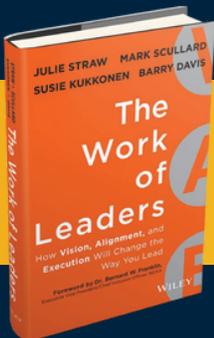




THE WORK OF LEADERS

How Vision, Alignment, and Execution Will Change the Way You Lead



Work of Leaders® connects to real-world demands, generating powerful conversations that provide a clear path for action.



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THE WORK OF LEADERS

CLASSROOM LEADERSHIP TRAINING

The Work of Leaders® is a training and personalized learning experience that connects unique leadership styles to real world demands. It brings together best practices from 300 experts in over 150 organizations, and over four years of research and development to provide participants with an actionable path toward more effective leadership. With one unified model of leadership—Vision, Alignment, and Execution—it helps leaders understand their own leadership styles and how their tendencies influence their effectiveness in specific leadership situations.

During the training course, all the participants will take an online DiSC assessment and an online Working Genius assessment to determine their leadership strengths and areas for improvement. The course will be broken down into five modules that focus on best leadership practices.

Participants will become more competent through simulations, case studies, behaviour modeling, application exercises, group discussions and skill building exercises.

THE COURSE WILL INCLUDE:

- 24 hours of face-to-face leadership training
- An online Working Genius assessment with a 12-page profile report
- A 23-page, highly personalized DiSC Work of Leaders profile report
- Assessing 18 proven behaviors of leadership
- Context-specific feedback based on assessments
- Certified and engaging team facilitation
- Development steps along with helpful case-in-point narratives
- Course materials that promote participants' engagement and learning
- Tips and strategies for improving leadership effectiveness
- Follow-up resources to create a personalized team learning experience

COURSE OUTLINE

MODULE 1

4 HOURS

The Fundamentals of Leadership

Leaders explore the concepts of leadership, leading in depth and its challenges. They focus on elements known to positively motivate followers, and drive effectiveness, and how to adjust their styles to better align with their goals.

LEARNING OUTCOMES:

- Learn about the main characteristics of leadership and concepts that are driving effectiveness
- Discover the differences between leadership and management
- Explore the attributes of authenticity and how it is a powerful tool of leaders
- Learn about Daniel Goleman's six emotional leadership styles
- Discover the fundamental traits and competencies of leadership and how to apply them in day-to-day interactions
- Develop a personal philosophy on leadership that can help gain credibility and cohesion with their followers

MODULE 2

4 HOURS

Your Areas of Leadership Genius

A powerful experience where leaders discover their personal areas of leadership genius and how they can tap into these true geniuses to feel more fulfilled in their role and shine with their followers.

LEARNING OUTCOMES:

- Understand why leaders have been successful or unsuccessful in past endeavors
- Clarify which types of work give them joy and energy and which types are draining and difficult
- Avoid making unfair and inaccurate judgments about their followers' motivation
- Improve dialogue and directives in team meetings
- Make quick and concrete adjustments to roles and responsibilities to better tap into their followers strengths and avoid their weaknesses

MODULE 3

4 HOURS

Introduction to the Work of Leaders and Crafting a Vision

Leaders explore the defining elements of a vision and discuss what it looks like at different levels of leadership. They discover the three drivers of crafting a vision, and associated behaviors, that were validated in multiple studies. They learn about how to adapt their behaviors to craft a more solid and sustainable leadership vision.

LEARNING OUTCOMES:

- Learn about the DiSC model and how it informs the role of leader
- Discover their leadership style and priorities on the leadership map
- Learn about the Everything DiSC Work of Leaders process and how DiSC style influences their behavior in each step of the process
- Learn the three drivers of crafting a leadership vision
- Understand the behaviors that characterize each driver and how they may impact a leader's effectiveness
- Discover how they approach each driver of vision

COURSE OUTLINE

MODULE 4

4 HOURS

Developing a
Personal
Leadership
Vision

Leaders take the learnings from the previous module and each develop their own leadership vision. They uncover their deep seated values by building a "purpose anatomy animal", a powerful exercise that invites them to state their leadership aims and values. They learn how to embody their vision in everyday interactions with their followers.

LEARNING OUTCOMES:

- Explore the attributes of visions
- Learn the structure and elements to consider when crafting an effective vision.
- Uncover their values and what truly drives them daily
- Write a compelling and inspiring personal vision

MODULE 5

4 HOURS

Gaining
Alignment and
Championing
Execution

Leaders explore the defining elements of gaining alignment, championing execution and discuss what it looks like at different levels of leadership. They discover the three drivers of alignment and the three drivers of execution. They learn about how to adapt their behaviors to gain a better alignment and champion execution with their followers.

LEARNING OUTCOMES:

- Learn about the three drivers of alignment
- Understand the behaviors that characterize each driver and how they may impact a leader's effectiveness
- Discover how you approach each driver of alignment
- Learn about the three drivers of execution
- Discover how you approach each driver of execution

MODULE 6

4 HOURS

Action
Planning

Leaders explore their top three strengths. They also explore some of their challenges and consider the benefits of improvement in each area. Last, they write down action steps they would like to try based on the tips provided in the Work of Leaders assessment profile.

LEARNING OUTCOMES:

- Learn about your strengths and challenges in the Work of Leaders process
- Identify the benefits of improving on your challenge areas
- Write an action plan for improvement in one challenge area

THE WORK OF LEADERS

CLASSROOM LEADERSHIP TRAINING

HOW LEARNING WILL BE ASSESSED

Trainees will receive assignments in between modules to complete and reinvest some of the learnings within the teams they are leading. There will be formative assessments such as in-class discussions, group work, self-assessments, a DiSC and Working Genius online assessments, questionnaires and writing assignments.

TRAINING FORMAT AND LENGTH

The training is delivered in-person, one module at a time, in the span of up to six months. It contains six modules of four hours for a total of 24 hours.

TRAINING DATES

The training dates will be determined with the client and the modules are usually delivered anywhere between 2-6 weeks apart, depending on the availability of all participants.

CREDENTIAL

Each participant will receive a certificate of completion at the end of the program stating that they successfully completed and met the course requirements.

PRICING

The cost a DiSC Work of Leaders assessment, a Working Genius assessment and two books about these models. The pricing is inclusive of all the costs associated with the full delivery of the training course, as described in the outline above. Please reach out for a formal quote.



MAXMONT

Maxmont has a couple of wishes: create magical learning that sticks and guide people on a strong path of professional growth.

FRÉDÉRIK AUDET, INSTRUCTOR

CREDENTIALS:

Bachelor of Communication | Bachelor of Education | Certificate in Adult Education
Certified Business Coach | Certified DiSC Facilitator | Certified Working Genius Facilitator