



# Inspired leadership: Nurturing excellence through emotional intelligence.

## PROGRAM OBJECTIVE

Through this 8-month leadership program, your leaders will engage in discussions, reflection activities and real-life scenarios to:

- Develop key leadership skills, such as self-awareness, strategic thinking, decision-making and critical thinking, communication, and change management.
- Build and strengthen trust and respect in the workplace.
- Foster change by reflecting on conscious and unconscious bias, as it relates to leadership and diversity equity & inclusion.

## WHO SHOULD ATTEND

**This program is an excellent fit for leaders who:**

Are responsible for influencing and inspiring team culture, and performance.

Are tasked with driving transformation and change in the organization.

Have expanding roles and responsibilities with diverse stakeholders.

Presented by  **LEEDHR**

## ABOUT THE PROGRAM

A key indicator of human performance in the workplace and the strongest driver of leadership and personal excellence, emotional intelligence influences the way we perceive and express ourselves, develop and maintain social relationships, cope with challenges, and use emotional information in an effective and meaningful way.

**Imagine the level of your organizational engagement, and performance, if all your leaders were as good as your best ones?**

In partnership with LeedHR, BILD is excited to announce a new professional development program centered around the power of emotional intelligence (EQ). This interactive training series, focused on unlocking your leaders' potential by first recognizing where they stand in their leadership journey, will start with each leader completing an EQ-i 2.0 assessment.

Equipped with a better understanding of who they are, the leadership behavioral style they default to and the frequency with which they use each emotional competencies, participants will be ready to further explore the value that a robust leadership development program can have - on themselves and their organizations via four (4) training sessions and four (4) practicums.

**Don't miss this exceptional opportunity; secure your leaders' spot now and be ready to witness the transformation that will steer your organization towards even more success!**

## PROGRAM OUTLINE

### Session 1: “The emotionally intelligent leader.”

This foundational session will help participants understand their strengths and areas of opportunity - as it relates to their leadership style. Looking at the skills and behaviours that are supercharging or possibly derailing them, participants will focus on understanding how critical leadership competencies link to diversity, equity and inclusion, while learning the importance of emotional intelligence to deepen one’s effective leadership skills.

### Session 2: “Building trust in the workplace.”

Trust is a direct result of creating an inclusive culture where individuals are allowed to develop strong relationships, communicate authentically, and effectively persuade and influence others. In this session, participants will discuss how empathy, relationships (interpersonal) and self-awareness enable them to have influence with the teams they participate in, operate in, and manage.

### Session 3: “Managing conflict and tackling problems- the healthy way.”

Conflict, although common in the workplace and a natural by-product of leading a workforce, can lead to reduced creativity and slower and ineffective decision-making; learning to tackle problems and manage conflict in ways that edify is crucial. In this session, participants will develop the capacity to recognize conflict while working on the skills required to de-escalate, by using solution-oriented approaches that foster inclusion and innovation.

### Session 4: “CHANGE – today’s reality.”

As leaders, we’re guided, even pushed into situations that require us to adapt and change every day - failure to do so can result in leaders and teams becoming stuck, too slow to respond and ultimately losing out on potential innovations. This session will guide participating leaders through developing change management skills to build understanding, agility, and clarity - enabling them to embrace and guide change for themselves, their teams, and the organization.

## ADDITIONAL BENEFIT

By attending all sessions and practicums, leaders can accumulate professional development credits towards their PMI, HRP and OPPI membership / accreditations.

- Registration period:  
**October – December’23**
- Start date:  
**January 2024**
- End date:  
**December 2024**  
*(no training during peak construction period; May - September).*



**Facilitated by:**  
**Angela Payne & Charles Fortier**

### HERE’S WHAT A LEEDHR CLIENT HAD TO SAY

*“Just wanted to thank you and let you know how much I enjoyed the session. The day was packed full of information, but with all the exercises, it was super engaging and useful. I have a few things I want to implement right away with my team.”*