



# Inspired Leadership: Elevating Personal Influence and Team Performance

## PROGRAM OBJECTIVE

Through this 8-month leadership program, participants will engage in discussions, reflection activities, and real-world scenarios to:

- Strengthen core leadership capabilities such as strategic thinking, decision-making, communication, and change leadership
- Build and strengthen trust and credibility by developing effective relationship and influence skills.
- Enhance leadership impact by improving adaptability, problem-solving, and the ability to lead through conflict and change.

## WHO SHOULD ATTEND

This program is ideal for mid to senior-level leaders who:

Play a key role in shaping team culture and driving performance.

Lead others through change, growth, or organizational transformation.

Are taking on broader responsibilities and working across teams, departments, or stakeholder groups.

Presented by  **LEEDHR**

## ABOUT THE PROGRAM

Great leadership is the cornerstone of high-performing teams and thriving organizations. When leaders show up at their best, they shape how teams communicate, build trust, overcome challenges, and navigate change. Now imagine the momentum your organization could build if all your leaders brought that same level of effectiveness.

BILD, in partnership with LeedHR, is excited to offer a leadership development program designed to unlock individual leadership skills and elevate team performance. This highly interactive experience includes a personalized leadership assessment (EQ-i 2.0), four immersive training sessions, four guided practicums, and individual leadership coaching.

Throughout the program, participants will strengthen their ability to influence, communicate, problem-solve, and lead through real-world challenges. By gaining a deeper understanding of their impact and refining key leadership behaviours, they'll build the clarity and confidence needed to drive performance at every level of the organization.

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

## PROGRAM OUTLINE

### Session 1: "Understanding your leadership style."

Using the results of their emotional intelligence assessments (EQ-i 2.0), participants will explore their personal leadership tendencies and behavioural habits to identify what's helping and possibly hindering their performance. They'll also examine key leadership competencies that drive alignment and impact across teams.

### Session 2: "Building trust in the workplace."

Trust is built when leaders communicate clearly, connect authentically, and create space for strong relationships to grow. This session will focus on how empathy, relationships, and self-awareness build credibility and influence within teams and with key organizational stakeholders.

### Session 3: "Managing conflict and driving solutions."

Conflict is a natural part of leading a team, but if not managed well, it can slow decision-making and reduce creativity. In this session, participants will learn to recognize and address conflict using practical, solution-focused strategies that help move conversations forward. By applying key emotional intelligence skills, leaders will be better equipped to manage tension, stay composed, and guide their teams toward productive outcomes. These skills empower leaders to turn challenges into opportunities for collaboration and growth.

### Session 4: "Leading through constant change."

In today's fast-changing world, where uncertainty is the norm, change is constant. As leaders, we're often pushed into situations that demand quick thinking and adaptability. Without the ability to respond effectively, leaders and teams risk falling behind and missing out on key opportunities. This session helps leaders strengthen their resilience, agility, and stress management skills to navigate change with clarity and confidence.

## ADDITIONAL BENEFIT

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

- Registration period:  
September – December 2025
- Start date:  
January 2026
- End date:  
November 2026  
(no training during peak construction period; May - September).

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



### BILD MEMBER FEEDBACK

*"I really like being able to talk through strategies for being empathetic. It is something I am trying to work on, and I feel that I finally have a place to start."*

*"Every class is so valuable and I appreciate the knowledge I gain from each session. I truly feel like taking the time out for this is so important and helps me grow as a leader and as a person."*

### 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."*