

Smart Savvy Workshops

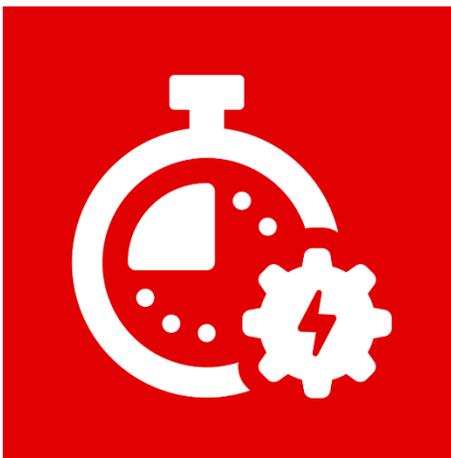
(Lunch & Learn preview sessions highlight key concepts only)



Five Attributes of an Inspiring Leader

People don't leave companies, they leave leaders. Drawing from years of experience in finding and hiring top-level talent, we've learned that inspiring leaders have the power to engage people and deliver remarkable results through their teams. We focus on five game-changing attributes that all leaders need to cultivate to go from good to great. We explain what they are, why they are important, and how you can develop them.

1. Self-awareness
2. Curiosity (coach approach)
3. Direct and clear – all the conversations
4. Emotionally courageous
5. Accountability

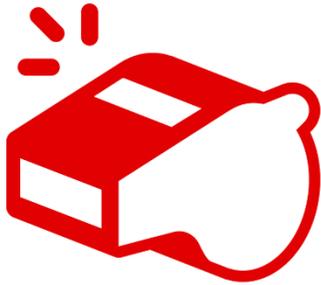


Five Steps to Building a Better Team

We talk about culture, employee engagement, and ensure we hire for fit. With so much focus on individuals, we can often overlook how our collective team is functioning.

We know high-functioning teams provide a concrete competitive advantage, but dysfunctional teams impede results. High-functioning teams make better decisions and accomplish more with less. Dysfunctional teams waste time, energy and money. High-performers rarely leave high-functioning teams and not surprisingly, they don't tolerate dysfunctional ones. A cancelled team meeting, a lack of focus, disrespectful conflict, broken commitments, poor results, and team foundations start to crumble. Referencing the work of Patrick Lencioni's [Five Dysfunctions of a Team](#), this workshop explores the foundational elements of what it takes to build a high-performing team.

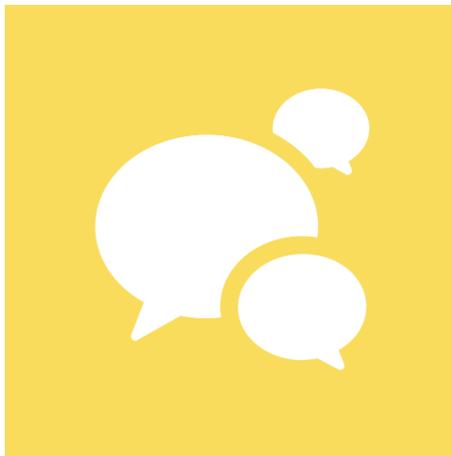
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The Leader Coach: Tell Less, Listen More

The days of command and control hierarches have given way to collaborative partnerships centred on achieving goals. Instead of telling people what do to, a coach approach works to support, champion, guide and challenge individuals to maximize their potential, performance, and skills, through curiosity and powerful questions. Coaching can also be used to help individuals and teams self-generate solutions, hold themselves accountable and move toward their goals. Leaders who adopt a coaching-leadership style (rather than a traditional directive one) see increased performance, retention and engagement and, organizations with strong coaching cultures report above-average revenue growth.

This interactive workshop introduces the foundational elements of coaching concepts and equips participants with some high-level concepts and basic skills to bring more of a coach approach to leadership.



Feedback is our Friend: Why we avoid giving and receiving feedback and how to do it better

Feedback makes us stronger and opens doors for growth, insight, and self-awareness. Within teams, giving and receiving feedback is essential to how the team functions. Let's face it; however, giving feedback is hard and we don't often provide it well. And, truth be told, we can be even worse at receiving it. Learning the truth about ourselves can be simultaneously invigorating and painstaking. Being open to feedback doesn't mean we have to take it all at face-value, but how we engage in feedback conversations makes all difference. Every feedback conversation, no matter how clumsy, has the potential to be constructive when we view feedback as a gift.

This highly participative workshop will use dialogue, real-play, coaching demos, and reflection to understand why feedback is hard to give and receive, and to hone our skills for doing both better.