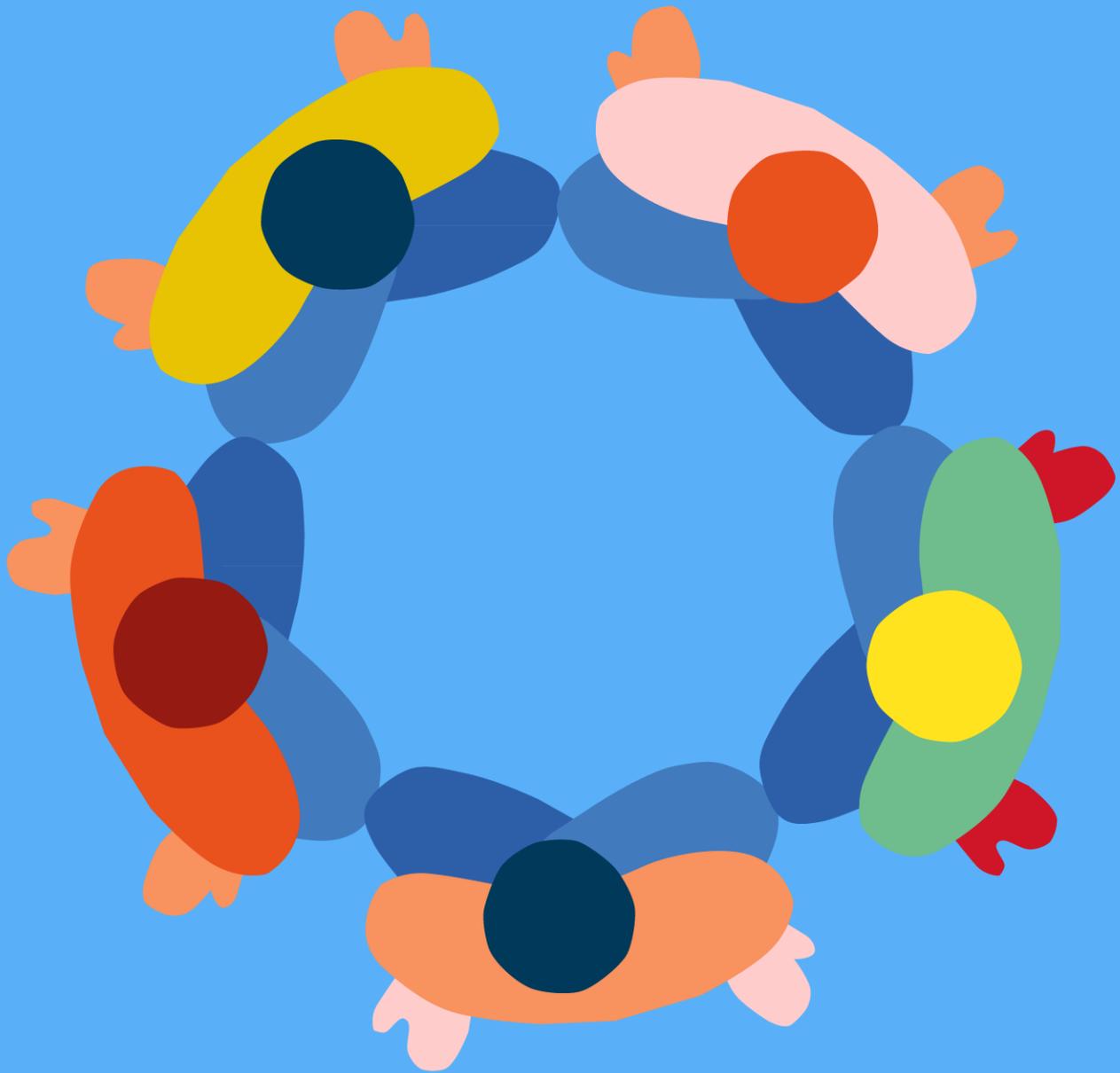


**ELAINE
BROE**

**LEADERSHIP
& LEARNING
EXPERIENCES**

READY-MADE LEARNING EXPERIENCES

Team Series



The Team Series

Create the virtual space for teams to examine how they communicate, manage change, implement strategy, or celebrate their success with a plan for clear expectations and commitment.

“Be proactive. Set shared expectations for working together as a team before you get into the tricky stuff.”

With ongoing global changes, a reality of how we currently work together, it's key to create time for teams to connect and reset in order to manage expectations with more clarity. These programs create space to get to know one another and work through assumptions and habits. Newly created project teams or remote teams can collaborate with more empathy and inclusion.

Knowing video call fatigue exists for many, most team sessions are three hours in length, or can be adapted into multi-module leadership sessions to keep your team engaged, having fun, and learning together.

Don't wait until the team is in distress or assume they'll take the lead in prioritizing relationships – these experiences set a strong foundation that helps teams manage the ups and downs of working with people every day.



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Let's Get it Right

I've worked with hundreds of organizations over the years to create meaningful learning experiences with impact. Here are a few lessons learned from past clients that will help set your investment up for success as we prioritize your leadership team development.

1. **Be clear** on the needs for both the organization and your people. How will this experience create more ease and capacity for those attending? Let your people know we've got the big picture in mind, and this is learning with purpose.
2. **Get buy-in** from the people you're wanting to support and their leaders. Team development experiences should feel like an opportunity to have fun and set yourself up for success. Remind people they're valued, and you prioritize their development.
3. **Know your audience.** Let's have a call and tailor the content, budget and timing to your needs. We'll identify specific examples that bring meaning to the experience and value the challenges they're facing. This learning is ready-made, not cookie cutter.



Flexible Options

Depending on your needs, you may want to refine your ready-made experience by adding on a coaching package or a more comprehensive assessment of the learning impact.

LEARNING MODULES

Some clients seek micro-learning that fits into demanding schedules, while others want a modular approach so the learning is streamlined and sustained. The following workshops can be a minimum of 3 hours or extended into multiple modules to fit your needs. Scheduling will be done in partnership to prioritize learning impact alongside business levels.

COACHING

Add a coaching package to your leadership program. Select key people to get extra support and clarity for next steps. Past clients provided continued learning with coaching sessions for each participant before and after the program. Or check out the [Coaching Catalogue](#) for more details.

RETURN ON INVESTMENT

Add on the option to measure impact by gathering leader and peer feedback before and after the experience. We'll work together to identify the most effective way to evaluate the impact and demonstrate value to your organization.

NOT QUITE READY-MADE

You might want a combination of offerings to meet your leadership needs, or maybe the time investment isn't quite right. Let's talk about on-going learning experiences or combine the best of what you discover in the Ready-Made Catalogue.

NOTE:

The following workshops are all virtual learning experiences with pre and post session resources and the options of a coaching add-on for key leaders on your team.



About Elaine



Unlike many consultants, I've worked in organizations for the better part of my career, leading teams, navigating politics and getting the work done. I spent 11 years of my career at the Banff Centre, eventually leading program design in the leadership development division. At lululemon athletica, I led the global design of their retail training program with a dynamic team of people.

I am a certified PCC level Executive coach with the International Coaches Federation (ICF), bringing over 1,000 hours of coaching experience, supported by additional certifications in behavioural assessments. With a Master's degree in Leadership, I am an endless resource of tools and approaches that support the changes you want to make.

What it's Like to Work with Me



“We worked with Elaine to facilitate a Community Involvement retreat to focus our team's decision making process and identify high level goals. Elaine supported us every step of the way, providing a clear agenda, and then facilitating expertly during the session, including well timed breaks and activities to keep energy up while holding the space so the entire team could meaningfully participate in the session.”

**ANDREW STEGMAN, FORMER MANAGER COMMUNITY INVESTMENT
MOUNTAIN EQUIPMENT CO-OP**



1. Team Communication Map

With a change towards remote or mixed teams, this is our most requested session as organizations re-prioritize communication skills. We have ways we prefer to be in the world and in our work. Explore how differences create better results and practice how to communicate and adapt with more ease and patience, especially in a more virtual world.

The DiSC Behavioural Assessment provides personalized insight into behaviours and preferences that influence how we handle challenges, build and maintain relationships, and motivate ourselves. The team conversation creates a foundation to learn about how we can adapt and be more effective.

PRICING:

\$6,500 - \$9,000

**BASED ON A
MAXIMUM OF 25
PARTICIPANTS**

3-HOUR WORKSHOP:

- A personalized 30-page leader report & reflection guide
- Team preferences and behavioural 40-page summary report
- Exploring personal and team communication preferences
- Identify team strengths and weaknesses
- Develop personal & team communication commitments

All ready-made team programs include a consultation call to customize for team strengths, challenges and learning priorities to make the experience as valuable as possible.

Variable pricing is based on participant numbers for assessments.



2. Building Team Trust

Your team moves fast or has recently shifted to a new working model and needs to refocus on the human side of how they work together. This session will help them to slow down so they can set the pace with more trust and clarity.

PRICING: \$4,900

**BASED ON A
MAXIMUM OF 25
PARTICIPANTS**

3-HOUR WORKSHOP:

- Complete a team trust survey and discuss trust data
- Examine the building blocks to team effectiveness
- Identify your unique team trust strengths and weaknesses
- Explore the barriers to building trust
- Identify trust competencies and behaviours to practice

PRICING: \$8,900

**BASED ON A
MAXIMUM OF 25
PARTICIPANTS**

TWO 3-HOUR MODULES WORKSHOP:

- Complete a team trust survey and discuss results
 - Identify team trust strengths and weaknesses
 - Examine team culture and rituals
 - Gain clarity on roles and responsibilities
 - Explore personal communication preferences
 - Identify trust competencies and behaviours
 - Commit to new behaviour experiments
 - Create a team charter for alignment
-



3. Aligned Team Vision

As work and client needs continue to change, design a shared purpose that inspires and delivers. Your team has a new opportunity or needs to revisit the big picture behind their day to day tasks to be more aligned and effective in how they get the job done.

This session encourages team connection by finding out what matters both personally and professionally. Take time to explore what is possible for your work and create a vision that compels people to do their best work as individuals and as a team.

PRICING: \$4,900

**BASED ON A
MAXIMUM OF 25
PARTICIPANTS**

3-HOUR WORKSHOP:

- Explore personal values and team values
- Examine current and future behaviour needs
- Draft an inspired purpose statement
- Identify personal commitments to get there

PRICING: \$8,900

**BASED ON A
MAXIMUM OF 25
PARTICIPANTS**

TWO 3-HOUR MODULES WORKSHOP:

- Explore personal values and team values
- Examine current and future behaviour needs
- Develop an inspired purpose & 6 month vision
- Identify short & long term goals
- Map the expectations and commitments to get there



4. Productive Team Conflict

Conflict is a necessary part of teams, how we learn, build trust, and innovate. Discover your conflict style, practice the power of empathy and create better team habits for thoughtful debate and increased responsiveness to change.

Receive a personalized Strength Deployment Inventory (SDI) to identify your conflict behaviours and how values influence your communication style. Examine the Team map of motivations and conflict stages to work more effectively. Develop the ability to notice why you're reacting the way you are, practice your ability to defuse emotions and seek solutions over being right.

PRICING:

\$6,500 - \$9,000

BASED ON A
MAXIMUM OF 25
PARTICIPANTS

3-HOUR WORKSHOP:

- Receive a customized individual report
- Explore diverse motivators for performance
- Identify your conflict sequence and behaviours
- Examine team conflict map and supportive behaviours
- Commit to practice a new communication skill

PRICING:

\$9,900 - \$12,700

BASED ON A
MAXIMUM OF 25
PARTICIPANTS

TWO 3-HOUR MODULES WORKSHOP:

- Gain insight into the impact of conflict levers and perspectives
- Increase your emotional intelligence awareness
- Receive a customized individual report
- Explore diverse motivators for performance
- Identify your conflict sequence and impact
- Examine team conflict map and supportive behaviours
- Create team commitments to support productive conflict

Note: See page 15 for more details about TotalSDI Assessments.



5. Team Emotional Intelligence

The ability to recognize and support core human emotions in the workplace has become a requirement of leaders facing the disruption of COVID-19. Emotional intelligence is a skill that supports the rebuilding of trust, talent retention and alignment towards shared goals.

Research has proven that empathy and emotional intelligence support better team functioning and more collaborative results. The challenge is that many leaders don't know what it means, or how to increase their skill as emotionally intelligent leaders. The EQ1 2.0 personalized assessment provides specific behaviours and strategies to develop this skill.

PRICING:

\$6,500 - \$9,000

BASED ON A
MAXIMUM OF 25
PARTICIPANTS

3-HOUR WORKSHOP:

- A personalized leader report and team debrief
- Examine your EQ strengths in 15 core competencies
- Identify gaps and behaviours that affect relationships
- Commit to an EQ strength and opportunity practice

PRICING:

\$9,900 - \$12,7000

BASED ON A
MAXIMUM OF 25
PARTICIPANTS

TWO 3-HOUR MODULES WORKSHOP:

- A personalized leader report and team debrief
- Examine your EQ strengths in 15 core competencies
- Identify gaps and behaviours that affect relationships
- Discuss team emotional intelligence strengths and gaps
- Explore the impact of stress and impulsiveness on emotions
- Develop your EQ learning map and next steps

Note: See page 15 for more details about EQ1 2.0 Assessments.



6. Design Thinking: Team Innovation

You have an important project or organizational challenge that needs innovative results. Your team wants to up their game beyond basic brainstorming. In this session, teams practice new ways to ideate, design creative process and understand the needs of the user to create a solution you didn't know you needed.

You'll walk away with tools to apply immediately and a new understanding of what it means to be curious and look beyond what you already know. If your organization has a specific challenge they'd like to customize, please reach out to discuss further.

PRICING: \$4,900

**BASED ON A
MAXIMUM OF 25
PARTICIPANTS**

3-HOUR WORKSHOP:

- Explore the process of Design Thinking
- Examine how to develop a creative question
- Identify leadership skills that support innovation
- Practice prototyping an idea
- Map new leadership behaviours that support creative thinking



7. Leading Change: Team Series

Increase your team's ability to manage change for themselves and those that they lead and work with. Lately, many teams are in transactional mode, trying to keep up with their tasks alongside navigating emotions and ability to focus.

Over the course of two months, your team will come together for virtual leadership sessions that will remind them of the big picture, reconnect them to one another and create learning they can apply immediately.

We'll explore key change skills such as building trust, communication styles, decision making awareness, and design thinking that enables new solutions.

**CUSTOM PRICING
BASED ON NUMBERS**

FIVE 3-HOUR WORKSHOPS:

- Align as one team leading with clarity and focus
- Examine communication styles for outcomes
- Increase trust levels and awareness about collaboration
- Identify and build on team strengths
- Explore decision making skills and leading in the moment
- Practice agile leadership through increased communication and problem solving

SESSION 1. TEAM CURRENT STATE

SESSION 2. ADAPTING COMMUNICATION STYLES

SESSION 3. TRUST GAPS & SKILLS

SESSION 4. LEADING FOR THE RIGHT DECISIONS

SESSION 5. DESIGN THINKING FOR UNCERTAINTY



Assessments

I see great value in using assessments and tools in learning experiences, if they are self-validated by the learner and used as a form of feedback and exploration into our strengths and blind spots. It's important to set the right support with any self-scored tool, to avoid putting ourselves and others into overly simplified boxes.

I still remember the first personal assessment I completed and how it provided me with a language to better describe my strengths and identify how being on auto-pilot with my preferred style may impact others. These types of assessments can be useful for:

- New leaders examine their development needs
- Established leaders uncover blind spots
- Teams seek to understand differences and how they work together
- Individuals learning to adapt their style for others
- Getting specific about communication and relational behaviours

DiSC

DiSC is a quadrant model based on the work of Dr. William Moulton Marston (1893-1947) to examine the behaviour of individuals in their environment. An added bonus is the Team Report to help identify patterns and team dynamics. There are four main personality dimensions or traits within the DiSC model which participants self-score on:

- **Dominance:** Describes the way you deal with problems, assert yourself and control situations
- **Influence:** Describes the way you deal with people, the way you communicate and relate to others
- **Steadiness:** Describes your temperament – patience, persistence, and thoughtfulness
- **Compliance:** Describes how you approach and organize your activity, procedures and responsibilities



MBTI

MBTI is an introspective self-report questionnaire that reveals differing psychological preferences in how people perceive the world around them. Developed by Katharine Cook Briggs and Isabel Briggs Myers, it is based on the conceptual theory proposed by Carl Jung. The underlying assumption of the MBTI is that we all have specific preferences in the way we construe our experiences, and these preferences underlie our interests, needs, values, and motivation. They affect our preferred work environments, communication needs, and how we make decisions:

- Attitudes: extraversion/introversion
- Functions: sensing/intuition and thinking/feeling
- Lifestyle preferences: judging/perception

TOTALSDI

TotalSDI focuses on the motives that drive behaviours, when things are going well and when we're in stages of conflict. Get to the heart of what people value and notice how those differences impact our relationships. With the TotalSDI, you examine the stages of conflict, what people prioritize and how to better adapt and communicate in any situation. Examine your distinct combination of motivational styles:

- Performance / Results
- People / Relationships
- Process / Systems

EQI 2.0

The Emotional Quotient Inventory (EQ-i 2.0) assesses emotional and social intelligence which helps to understand your emotional competencies. This tool helps to understand your strengths and weaknesses in 15 competencies which impacts your ability to be empathetic. You can select a 'self-rater' instrument or the multi-rater EQ 360 for feedback from other respondents in five composite areas:

- Stress management
- Self-Perception
- Self-Expression
- Interpersonal
- Decision Making





Shall we begin?

Email me to book a consultation call: info@elainebroe.com

