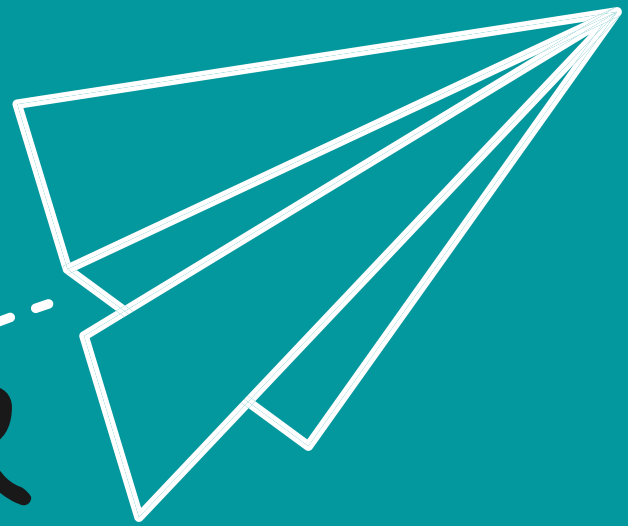


LEADERSHIP CANVAS

MINDSET
SKILLSET
BEHAVIOR



MAXIMIZE TRAINING FOR
CURRENT AND ASPIRING
LEADERS TO REDUCE TURNOVER



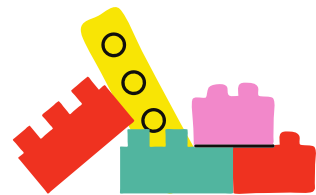
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WHAT MAKES THIS WORK

OUR PROGRAM IS DESIGNED WITH THE FOLLOWING RESEARCH-BASED ASSERTIONS:



People learn and retain information best through creativity, play, and experiential learning.



Learning in small doses (we call them **Building Blocks**) increases retention and likelihood of turning learned skills into sustained behavior.



Addressing mindset and behavioral habits is just as important as building skillsets.

PROGRAM OVERVIEW

OUR LEADERSHIP CANVAS
PROGRAM IS BASED ON:

- Human Behavior
- Organizational Psychology
- Current Leadership
Research

PROGRAM DELIVERY IS
CENTERED AROUND
THE UNIVERSAL SKILL
OF **CREATIVITY**:

Engage bi-lateral brain activity
to effectively address **mindset**,
skillset, and **behavior**.

WHY INVEST IN YOUR LEADERS

58%

of workers said they left companies because of the lack of growth opportunities.

(Randstand)

75%

of employees who voluntarily leave, quit their bosses, not their jobs.

(Roger Herman)

6 MONTHS

The average replacement cost of a salaried employee is six to nine months' salary.

(SHRM)

BEST PRACTICE

Investing in professional development: providing employees with training, education and meaningful work, is listed as one of the best strategies for employee retention.

(USI Insurance)

HERE'S WHAT WE'VE CREATED

A LEADERSHIP DEVELOPMENT PROGRAM THAT MAKES AN IMPACT, WHILE HAVING FUN

Our program is designed ideally for a 12-month engagement,*



Broken down into **6-Building Blocks**; delivered in 3-hour workshops; every other month;



The months in between, we gather for a 1-hr roundtable coaching discussion to turn what was learned, into habit.

*We offer individual Building Blocks, but find developing leadership skills consistently over time generates lasting results & embeds itself in your company's culture.

SAMPLE DELIVERY SCHEDULE

WE WORK WITH YOU TO CHOOSE THE BUILDING BLOCKS YOUR LEADERS NEED

MONTH 1

Building
Block I

MONTH 2

Building
Block I
Roundtable

MONTH 3

Building
Block II

MONTH 4

Building
Block II
Roundtable

MONTH 5 ...

Building
Block III
...

BUILDING BLOCK TOPICS

FACILITATED BY TOPIC-BASED EXPERTS AND CREATIVES

Don't be surprised to find a DJ, Spoken Word Artist, Improvisation Specialist, and art supplies in these workshops!

Building Trust as a Leader

Learn frameworks and tools for trust building and establishing psychologically safe environments for your team.

Communicating for Influence

Redefine your presentations by sharing your message in a way that feels natural, speaks to your audience, and inspires action.

Conflict Management and Resolution

Conflict is natural. Issues arise in mismanagement and avoidance. Uncover your natural conflict management style; and learn how to use a collaborative approach to conflict management.

Demystifying Innovation

Transform ideas into business value, as we demystify innovation, from theory into a method that can be applied to all areas of your business.

Developing a Collaborative Remote Team

Incorporate collaboration frameworks in your workflow so your team operates like they're part of a team, regardless of their distance.

Developing Equity and Inclusion on Your Team

Develop an ongoing culture of practical equity and inclusion on your team by uncovering unconscious bias, and creating ways of working that are inclusive of cultural differences.

Mentoring and Coaching Teams

Successful teams celebrate clear communication, embrace diverse voices, and create psychological safety. In this session, learn to mentor your team to build team cohesion.

Resilience & Thriving Through Change

Understand human behavior, your natural response to uncertainty, and how to help yourself and your team thrive through change.

Running Engaged (and Useful) Meetings

Engage participants in meetings (virtual and in-person) through tools that keep people 'in the room' - from planning to execution.

Story Telling for Impact

Each person and organization has a story to tell. How you tell it can create an impact on personal, professional, and organizational growth. Learn how!

READY, SET, GO!

1

REVIEW THE BUILDING BLOCKS

2

SCHEDULE AN **EXPLORATION CALL!**

go.worksmartadvantage.com



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WHAT OUR CLIENTS ARE SAYING



Van and her team delivered one of the most highly-rated sessions in the leadership series we were running. She is an excellent facilitator, perfectly balancing information with fun creative exercises!

Willa Fogarty
Pandora



Van's insights got us rethinking how we can interwine creativity into our work as leaders; getting out of our heads and thinking with our hands!

Kalia Waits-Smith
Cornerstone on Demand

Creativity is
good for
business.



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