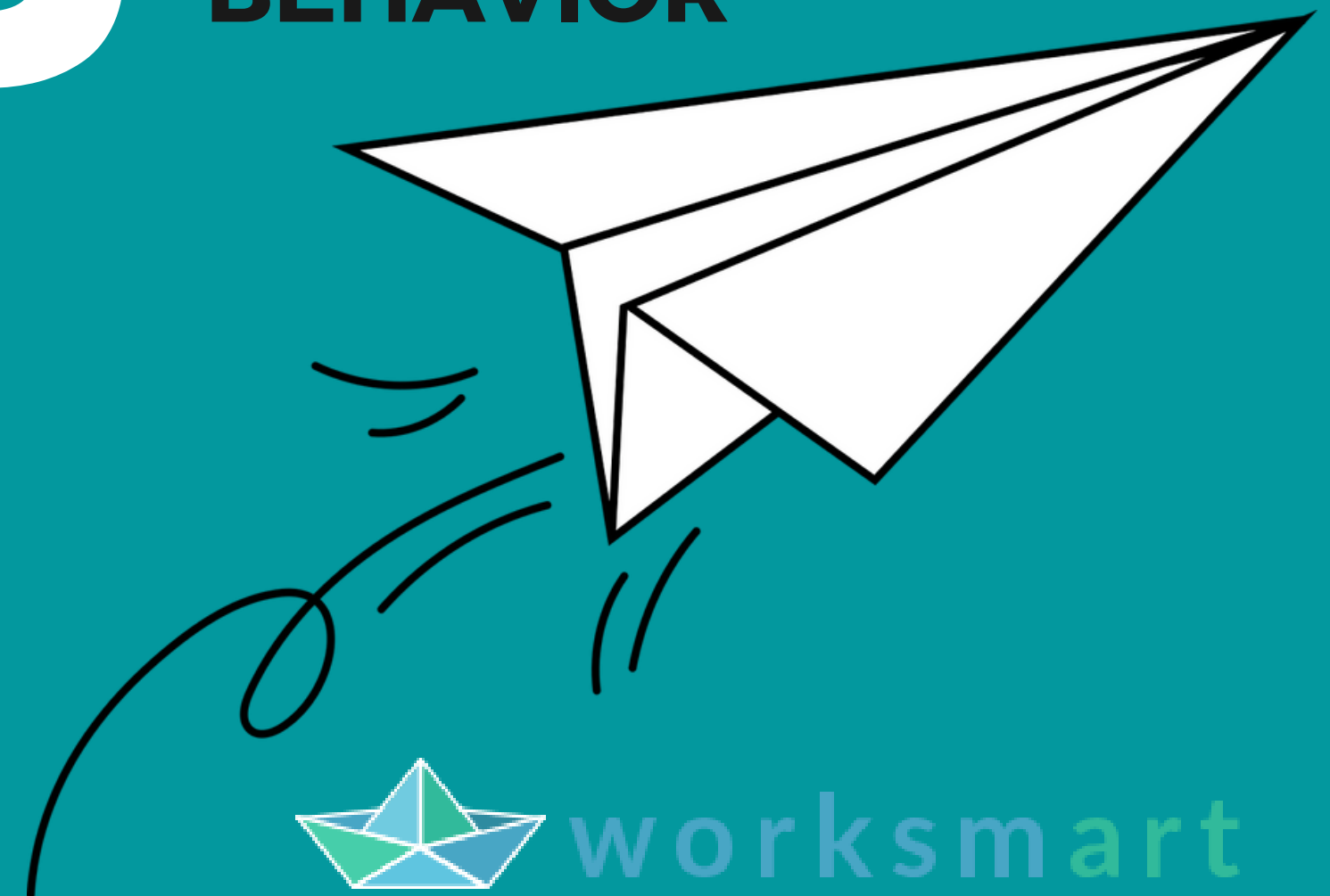


# LEADERSHIP CANVAS

**MINDSET  
SKILLSET  
BEHAVIOR**

**DEVELOPING CURRENT AND  
ASPIRING LEADERS TO MAXIMIZE  
EMPLOYEE ENGAGEMENT &  
MINIMIZE TURNOVER**

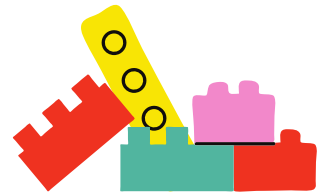


# WHAT MAKES THIS WORK

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



People learn and retain information best through creativity, play, and shared experiences.

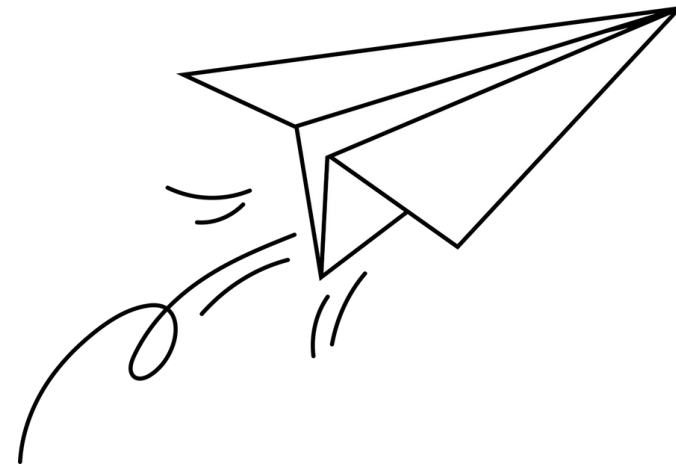


Our longitudinal design - learning in small doses (we call them **Building Blocks**) increases retention and likelihood of turning learned skills into sustained behavior.



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

# PROGRAM OVERVIEW



**OUR LEADERSHIP CANVAS**  
PROGRAM IS DELIVERED BY:

- Subject Matter Experts
- Instructional Designers
- Creative Facilitators

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

Engaging bi-lateral brain activity  
to effectively addresses  
**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  
MNTHS**

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.



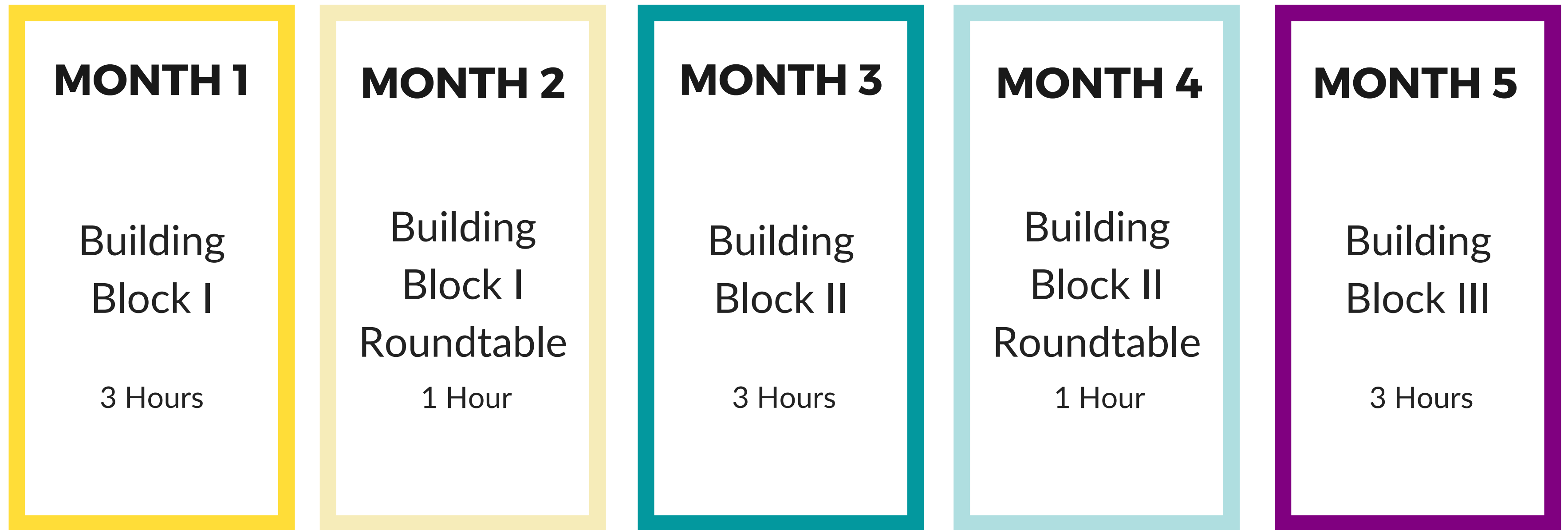
**Leadership Canvas can be delivered:**

- **In-Person**
- **Virtual**
- **Hybrid**

\*We offer individual Building Blocks, but find our longitudinal design - 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



THIS LONGITUDINAL DESIGN CONTINUES OVER A 12-MONTH TIMEFRAME TO CREATE A CONSISTENT AND SUSTAINED FOCUS ON LEADERSHIP DEVELOPMENT.

# BUILDING BLOCK TOPICS

## **Breakthrough Silos**

Overcome the barriers to team and cross-functional collaboration to strengthen inclusive relationships, increase collective purpose, and lead from a position of informal authority.

## **Build Trust as a Leader**

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

## **Conflict Management and Resolution**

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

## **Creative Problem Solving for Innovation**

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

## **Develop a Collaborative Team**

Incorporate collaboration frameworks in your workflow so your team operates like they're part of a team, even in remote work environments.

## **Influence Without Authority**

We all have the capacity to influence others, regardless of our position or roles. Learn to share ideas & opinions effectively to create innovative environments.

## FACILITATED BY SUBJECT-MATTER EXPERTS AND CREATIVES

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

## **Make Equity and Inclusion Actionable**

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

## **Mentor and Coach Teams**

In this session, learn to mentor your team to build team cohesion. Develop a coaching mindset to empower your teams to be proactive in their own professional development.

## **Run Engaging (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. Develop storytelling skills to impact personal, professional, and organizational growth.

## **Thrive Through Change**

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

# READY, SET, GO!

1

REVIEW OUR BUILDING BLOCKS


2

SCHEDULE AN EXPLORATION CALL!






# WHAT OUR CLIENTS ARE SAYING



*Consistently focusing on development as a leader for 12-months kept it alive. The consistent structure allowed us to always leave with a tool to work on, reflect on, and bring back to our teams.*

**Dinora Sanchez**  
COO, Coastal Payroll



*Leadership Canvas got us rethinking how we can intertwine creativity into our work as leaders; getting out of our heads and thinking with our hands!*

**Teresa Christopher**  
Kaiser Permanente



# WATCH US AT WORK!



[hello@worksmartadvantage.com](mailto:hello@worksmartadvantage.com)

[www.worksmartadvantage.com](http://www.worksmartadvantage.com)