

ACHIEVEBLUE™

Leadership Development Programs

Develop your leaders

Engage your employees

Transform your culture

The Challenge

As a business leader, you are familiar with the challenges associated with delivering effective training programs to your people:

- developing in-house courses can be prohibitively expensive;
- you may already have some in-house courses, but you need them supplemented to create a more robust offering for your people.

The ACHIEVEBLUE Solution

Created and delivered by Executive Leaders with decades of Learning and Development experience, our Training and Development Programs are fast-paced and highly interactive courses that build your bench strength at all levels of your organization.

Through our suite of dynamic and focused training and development programs, we equip and empower your leaders to take the helm and steer a more engaged, constructive, and healthy workforce driven to achieve your business goals.

Using industry best practices and our proven methodology, our programs are designed for all levels of leadership and focus in the following areas:

- Leadership training and development
- Culture assessments and consulting
- Leadership assessments

Modular and Adaptable

Courses have been built with a standardized instructional design framework as freestanding modules, allowing for mix and match within and across disciplines. As a result, entire programs can be delivered as a comprehensive foundation, or in any combination that suits your needs.

Who has time for a 3 or 4 day course nowadays? Almost all of our courses are between half a day and one day in duration and can be delivered over multiple days.

Make It Your Own

Make our courseware look like your courseware. Materials can be customized to align with your brand and terminology. Should you require courseware customization, our detailed requirements analysis and design services ensure you get the training solution that meets your requirements and positions your leaders for success.

License Our Program - Train the Trainer

We have developed a comprehensive, cost-effective curriculum licensing framework that allows you to bring world class training in-house, quickly, easily, and effectively. The program includes complete courseware bill of materials, delivered electronically to you. You also have access to new courseware as updates become available. You may license entire programs, or only the courses you need. What you get:

- Facilitator Guide
- PowerPoint® slide deck
- Participant Materials
- Assessments, exercises, tools, models and frameworks, and case study role play scenarios
- Course outlines for internal marketing
- Participant feedback form

Virtual Classroom

We all depend on human connection. This is why it is important for leaders learn together. The traditional classroom format has always been a very effective way for leadership development.

The great news is that you can still have those connections when your workforce is virtual. We deliver highly engaging virtual learning experiences to engage your leaders no matter where they are in the world.

Leadership Development Programs

The Programs

Each program provides standardized language, structures, and frameworks that enable communication, planning and execution at strategic, tactical and operational levels. Our library of programs include:

- Leading Organizations: Brand, Mission, Vision and Values
- Leading Organizations: Strategy Planning and Execution
- Leading Change
- Continuous Improvement
- Effective Delegation
- Building a Performance Management GAME Plan™
- Coaching and Feedback
- Developing and Assessing Leaders
- Proactive Conflict Management
- Making The Right Decisions
- Communicating and Presenting for Impact and Influence
- People Leadership for Project Managers
- Recognizing, Interrupting and Preventing Workplace Bias

Validated Assessments for Leaders and Managers

Leaders and managers have a significant impact on the people around them and on the culture of their organization. Their development therefore is critical to changing cultural norms, increasing employee performance, and improving organizational problem solving and effectiveness.

Our change solutions build leaders' and managers' understanding of the implications of their behavior — and guide them in taking action to improve their impact.

Measure skills and styles as well as leadership strategies, management approaches, and impact and effectiveness with our 360° assessment tools:

- Leadership/Impact® (L/I): 360° assessment that provides leaders with targeted feedback on their leadership strategies and impact on others, and thus, the culture they create.
- Management/Impact® (M/I): 360° assessment that provides managers with insights into how they carry out their roles and responsibilities and the impact they have on people around them.
- ACUMEN® Leadership WorkStyles™(LWS): Self and 360° assessment provides insights into the thinking and behavioral styles that promote leader effectiveness.

Leadership Development Programs

Leading Organizations: Brand, Mission, Vision and Values

Duration: ½ day (3.5 hours)

Behavioural Learning Objectives

- an efficient method for articulating a compelling direction and aligning effort
- a powerful, clear focus for, and approach to, business planning
- a clear, practical, and actionable approach to making business decisions
- common points of reference for initiatives, projects, results and rewards

Leading Organizations: Strategy Planning and Execution

Duration: ½ day (3.5 hours)

Behavioural Learning Objectives

- create a framework for developing and aligning strategic objectives, and strategies, programs, projects and other initiatives with your organization's mission, vision and values
- establish measurable goals for all initiatives that are domain appropriate with the correct degree of precision
- establish lead and lag indicators, targets and thresholds, and the appropriate level of acceptable variance for deliverable-based project goals that support organizational strategy

Leading Change

Duration: ½ day (3.5 hours)

Behavioural Learning Objectives

- understand and activate your role as a change leader from 3 perspectives: business leader, team leader, and individual contributor
- manage the emotional and functional impact of change by enabling change ownership in people through adaptive behaviours
- create an effective, proactive communication strategy for change that incorporates universal and specialized messaging

Research confirms that Constructive leaders outperform those who are less Constructive.

+20% Bringing out the best in others +17% Impact on productivity
+25% Empowerment of others +31% Task Effectiveness

Source: Human Synergistics International

Leadership Development Programs

Continuous Improvement

Duration: 2 days

Behavioural Learning Objectives

- utilize an efficient, seven-step problem-solving model to structure your continuous improvement efforts
- define and analyze work processes using four different process-flowcharting techniques
- establish improvement targets along with key assessment criteria and measurements to gauge progress
- select the best breakthrough actions based on identified priority requirements
- communicate effectively with others regarding the goals and intended outcomes

Effective Delegation

Duration: ½ day (3.5 hours)

Behavioural Learning Objectives

- balance accountability and authority based on competency
- reverse engineer work packages from specific, visible and measurable deliverables
- establish appropriate status tracking and feedback schedules and milestones

Building a Performance Management GAME Plan™

Duration: ½ day (3.5 hours)

Behavioural Learning Objectives

- establish clear, deliverable-based, actionable, and measurable goals for your people
- establish a framework for performance management for the entire employee lifecycle
- manage expectations regarding performance by linking goals to strategy

Case Study: Government of British Columbia

In partnership with the Industrial Marine Technology and Research Centre (IMTARC) and the Government of British Columbia, ACHIEVEBLUE developed, licensed and delivered two fully customized corporate leadership training programs.

The programs were designed with the goal of building the leadership bench strength of medium sized BC-based companies and make them more competitive globally.

Course modules were delivered to Executive and People Leadership audiences, with content further customized to address the unique but interlocking needs of both groups. In some cases, particular courses were delivered only to Executives or People Managers, as appropriate.

94% of employees say they would stay at a company longer

if it invested in their learning and development.

LinkedIn Learning's Workplace Learning Report

Leadership Development Programs

Coaching and Feedback

Duration: 1 day

Behavioural Learning Objectives

- apply Coaching and Feedback principles and practices to positively impact individual and team performance
- determine the appropriate approach for coaching and providing feedback, whether you are coaching to task, overall job performance or career development
- apply the correct coaching technique for coaching for corrective action or coaching for a goal

Developing and Assessing Leaders

Duration: ½ day (3.5 hours)

Behavioural Learning Objectives

- establish an actionable framework for leadership development, incorporating and defining the relationships among the focus areas of strategy, business, self and people
- link each of the leadership focus areas to key leadership competencies;
- identify and apply best practice tools and techniques for leadership potential, development and assessment

Proactive Conflict Management

Duration: ½ day (3.5 hours)

Behavioural Learning Objectives

- configure professional relationships to pre-empt, minimize and manage conflict
- recognize the goals versus relationship priorities in yourself and others by understanding 9 conflict responses
- gain the support and action commitments of others by adapting your behaviour and approach to their high priority needs

Making The Right Decision The Right Way

Duration: ½ day (3.5 hours)

Behavioural Learning Objectives

- select and deploy Root Cause Analysis techniques based on situation-specific variables
- select and deploy time tested techniques for decision analysis and support
- establish both formal and informal processes for effective decision-making

Leadership Development Programs

Communicating and Presenting for Impact and Influence

Duration: ½ day (3.5 hours)

Behavioural Learning Objectives

- identify and apply best practice behaviours of great communicators to build your personal brand and ability to communicate well
- apply audience analysis techniques to align your messaging style, format and content
- plan, structure, and deliver effective, interactive, and actionable presentations
- Identify and remove barriers to listening

People Leadership for Project Managers

Duration: 1 day

Behavioural Learning Objectives

- understand and respond to your team's expectations of you in your multiple roles as leader, manager and coach
- work effectively as a people leader within a project environment
- learn and apply effective delegation; goal setting and conflict management techniques
- create and sustain a high level of team engagement

Recognizing, Interrupting and Preventing Workplace Bias

Duration: ½ day (3.5 hours)

Behavioural Learning Objectives

- define and describe the causes and impact of both conscious and unconscious bias on the culture
- create a forum within their professional teams for discussion of bias and its impact on diversity and inclusion in an open and supportive environment
- apply best practice techniques for dealing with bias in the moment and over time

Case Study: Maple Lodge Farms

Maple Lodge Farms is Canada's largest independent supplier of chicken products to retailers and consumers.

Working closely with Human Resources, ACHIEVEBLUE created a customized, three tier leadership development program for:

- Executives / Directors
- Managers
- Supervisors

The broad range of leadership experience among the teams meant that all learning had to be directly resonant with their day to day work with their teams. All courses included extensive time for team storytelling and sharing, which enriched the learning of everyone.

Maple Lodge Farms licensed our Leadership Development curriculum, engaging us in comprehensive train-the-trainer sessions so that they could deliver the courses in-house on an ongoing basis. This included auditing and co-teaching courses with ACHIEVEBLUE instructors.

"We thoroughly enjoyed working with the ACHIEVEBLUE team for the creation and delivery of our Leadership Excellence / Accelerated Performance (LEAP) program. The quality of the courseware, and the level of detail, made for a highly relevant learning experience for all participant groups, and allowed us to easily transfer course delivery to our in-house instructors."

Vanessa White

Chief Human Resources Officer

Research

Why Culture Matters Most

Beyond policies, competencies, processes and infrastructure, there is your organizational and team culture. Without a culture that enables engagement, growth and performance, none of the others, no matter how well thought out and deployed, will create the sustained success you rely on.

Culture is the set of attitudes, mindsets, beliefs, norms and behaviours that identify a group. In the real world, people learn what it takes to fit in and succeed within that group. While everyone owns culture, leaders have the greatest influence on it.

A global survey of over 1800 CEO's and CFO's conducted in 2015 by Columbia University and Duke University's Fuqua School of Business makes a strong case for investing in an effective organizational culture:

- Over 90% of respondents stated that culture was important at their organizations
- 78% said that culture is in the top five things that make their company valuable, and 92% believed that culture improvements would increase the firm's value
- Over 50% said culture influences productivity, creativity, profitability and growth
- However, only 15% felt their culture was where it needed to be.

Source: [How Corporate Culture Affects the Bottom Line: www.fuqua.duke.edu](http://www.fuqua.duke.edu)

Investing in Leadership Development

Harvard Business Publishing Corporate learning, working with Stingray Research, surveyed 734 Learning and Development and Line of Business professionals in August 2017. The survey focused on the relationship between leadership development and the need for business transformation. Key findings included:

- 66% of organizations that view learning and development as a critical factor to their success had a stronger market position than that of their competition;
- These organizations were far more likely to say their transformations were successful than those organizations that do not view learning and development as critical;
- 57% of survey respondents from those organizations stated that learning and development has a major, positive impact on their organization's ability to promote leaders from within;
- 48% of line of business managers from those organizations reported that completing development programs had increased their ability to excel in their professional roles.

Source: [The 2018 State of Leadership Development Report. harvardbusiness.org](http://harvardbusiness.org)

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