

| Engaging Leader Certificate Program 100  |              |               |              |         |   |
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| Course Title   | Duration     | Format        | Course Hours | Price   | Description   |
| Leading by Recognizing Generational Differences                                | One Month    | Client Office | 4 hours      | \$1,000 | What has to change in your leadership process working with your generational diversity?   |
| What is Your Leadership Style?   | One Month    | Client Office | 4 hours      | \$1,000 | The pacesetter leader expects and models excellence and self-direction. The authoritative leader mobilizes the team toward a common vision and focuses on end goals, leaving the means up to each individual. The affiliative leader works to create emotional bonds that bring a feeling of bonding and belonging to the organization. The coaching leader develops people for the future. If this style were summed up in one phrase, it would be "Try this." The coercive leader demands immediate compliance. The democratic leader builds consensus through participation. |
| Vision, Mission, Objectives, Strategies, and Action Plans (VMOSA)              | Three Months | Client Office | 12 hours     | \$3,000 | VMOSA (Vision, Mission, Objectives, Strategies, and Action Plans) is a practical planning process used to help community groups define a vision and develop practical ways to enact change. VMOSA helps your organization set and achieve short term goals while keeping sight of your long term vision. Implementing this planning process into your group's efforts supports developing a clear mission, building consensus, and grounding your group's dreams. This section explores how and when to implement VMOSA into your organization's planning process.              |
| Listening with Intention and Understanding What Makes a Conversation Effective | One Month    | Client Office | 4 hours      | \$1,000 | By the end of this course notice how your listening has changed/improved? What are you doing now to make your conversations more effective?   |

| Engaging Leader Certificate Program 200 |              |               |              |         |  |
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| Course Title                            | Duration     | Format        | Course Hours | Price   | Description  |
| Engaging with VISION                    | Three Months | Client Office | 12 hours     | \$3,000 | Engaging with Vision energizes everyone to focus and fulfill a powerful promise of service. Six Step VISION Model turning each interaction into an engaging influential conversation.<br>V-Visualize where you want to be and why. What excites and inspires you? If you had more time than you needed what would you do differently and how would it be different?<br>I-Identify where you are now. What is happening now (what, who, when and how often)? What's working well? What could be even better?<br>S-Seek options. What are they? What do you think you need to do next? What is the first step?<br>I-Inspire a plan to achieve success. What do you think you need to do right now?<br>O-Overcome Obstacles – what obstacles are standing in the way of moving forward? What may be missing? Are there any factors that could get in the way of your plan?<br>N-Next Steps review the plan again, what resources do you need, who needs to do what by when? |
| People Development                      | One Month    | Client Office | 4 hours      | \$1,000 | Setting the tone for the shift from training to their work roles. Different kinds of feedback, when and how to deliver feedback and how to integrate feedback into the 6 step VISION engagement model  |
| Workflow                                | One Month    | Client Office | 4 hours      | \$1,000 | Workflow is a term used to describe the tasks, procedural steps, organizations or people involved, required input and Output information, and tools needed for each step in a business process. Create a template version of job descriptions for certain job types. An appraisal system is implemented to give everyone in the company the chance to discuss their job, performance, forthcoming objective and future aspirations with their manager and ensure that everyone has a common understanding and vision.  |
| Setting the Metrics                     | One Month    | Client Office | 4 hours      | \$1,000 | KPI's-What are they and how are they linked to your business strategy? What are your short term goals? What are your long term metrics?  |

\* Program Material \$150 per participant per program

\* Prices per person and do not include GST