

The background of the page features a large, light grey, stylized circular graphic in the upper right corner, resembling a globe or a lens. Below it are several concentric, light grey circles. A vertical bar on the left side of the page is composed of four segments: a dark blue segment at the top, a medium blue segment, a dark blue segment, and a green segment at the bottom.

STRATEGIC TRAINING AND COACHING PROGRAM SUMMARY

www.envisiongroup.ca

Offered by The Envision Group

In collaboration with our content providers, we are pleased to present a comprehensive list of programs offered in various formats to suit your needs:

Explore our offerings and choose the best learning style for you or your team!

- **In-Person Workshops**
Engage directly with expert instructors and peers in an interactive, hands-on learning environment.
- **E-Learning Modules**
Flexible and self-paced learning options to suit your schedule. Choose from:
 - **Bite-Sized Modules:** Perfect for quick, targeted learning.
 - **Full Programs:** Complete a series to earn a *Certificate of Completion*.
- **Webinars**
Access expert insights and interactive discussions from your home or office.

Look for these icons to identify the learning formats available for our content quickly:



In-Person Workshops



E-Learning Modules



Webinars

Program Delivery Options - Choose the format best suits your schedule and learning style!

- **In-Person Workshop**
Comprehensive two or three-day programs designed for hands-on, interactive learning.
- **E-Learning**
Flexible, self-paced learning is available in two formats:
 - **Full Program:** Dive into all content for a complete learning experience.
 - **Bite-Sized Modules:** Learn in focused, manageable modules.
- **Webinars**
Customized to fit your needs, with topics and duration tailored to your preferences.

Vetted by Industry Experts

This course has been rigorously vetted and endorsed by senior Learning and Development and HR leaders from some of the most respected industry associations, including:

- **Energy Workforce and Technology Council (EWTC)**
- **North Dakota Petroleum Council (NDPC)**
- **The Petroleum Professional Development Center (PPDC) of Midland College**
- **Enserva**

Their expertise ensures this program meets the highest standards in leadership development, providing practical, actionable strategies that drive results.

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Leadership

Management and Leadership Essentials 2-day



Are you ready to enhance your leadership abilities, build trust, navigate change, and inspire others to achieve more? Our tailored leadership course equips you with the tools to lead effectively, resolve conflicts, and foster collaboration in any environment. Whether stepping into a leadership role, managing field operations, or refining your management skills, this course provides the insights and strategies you need to thrive.

What You'll Learn

Our program focuses on the critical skills and strategies that define great leadership:

1. **Building Trust.** Learn to cultivate trust within your team and organization for stronger, more cohesive relationships.
2. **Leadership Basics.** Master the fundamental skills required to develop and grow high-performing teams.
3. **Leadership Styles.** Discover your leadership style through DiSC assessments and adapt to inspire and motivate others.
4. **Managing Change.** Successfully navigate change using proven models like Kotter's 8-Step Change Process.
5. **Feedback Skills.** Deliver and receive feedback confidently and constructively to drive performance and growth.
6. **Conflict Resolution.** Use above-the-line strategies to prevent and resolve conflicts, fostering a positive team dynamic.
7. **Goal Setting.** Using the iSMART framework, set measurable, actionable objectives to drive individual and team success.
8. **Effective Communication.** Break through communication barriers by refining verbal skills and practicing active listening.

Why It Matters

Leadership isn't just about managing tasks—it's about inspiring others and driving meaningful change. This program empowers you to:

- Build trust and rapport within your team.
- Lead confidently through transitions and organizational challenges.
- Strengthen communication and collaboration for better team dynamics.
- Empower others to reach their potential while fostering a culture of growth.

Strategic and Aligned Leader 2-day



Strategic planning is a cornerstone of successful leadership. It defines your organization's direction, makes informed decisions, and aligns resources to achieve long-term objectives. This course a comprehensive program designed to empower leaders and managers with the tools, knowledge, and strategies necessary to create impactful strategic plans and delegate effectively. This workshop will equip you to align your team around a clear vision, set actionable goals, and ensure accountability in execution, paving the way for market leadership.

What You Will Learn

By the end of this course, you will have mastered:

- **Understand Strategic Planning:** Learn the fundamentals of creating a mission, vision, and strategic objectives that resonate with your team and align with your organization's goals.
 - **Master Delegation Skills:** Distinguish between effective and poor delegation practices, and learn how to assign tasks with clarity and accountability.
 - **Assess and Analyze:** Conduct situational analyses, including internal and external evaluations, to identify opportunities and challenges.
1. **Set and Achieve Goals:** Develop SMART goals that drive measurable progress and align with strategic pillars.
 2. **Communicate and Execute Plans:** Discover how to share your strategy effectively and keep it alive through consistent follow-ups and clear ownership.

Why It Matters

Success in today's dynamic business environment requires a clear plan and effective delegation. Strategic planning sets your organization's direction, while skilled delegation fosters teamwork and drives operational efficiency, innovation, and sustainable growth.

Who Should Attend

- **Team Leaders and Managers:** Individuals responsible for leading teams, setting objectives, and driving alignment with organizational goals.
- **Department Heads:** Leaders looking to refine strategic priorities and delegate effectively to ensure accountability within their departments.
- **Executives and Senior Leaders:** Decision-makers tasked with defining the mission, vision, and long-term strategic direction of the organization.
- **Project Managers:** Professionals managing complex projects requiring clear objectives, accountability, and delegation strategies.
- **Aspiring Leaders:** High-potential employees preparing for leadership roles, looking to enhance their strategic planning and delegation skills.

Engaging and Influential Leader *2-day*



Leadership is more than managing tasks—it’s about inspiring others, fostering collaboration, and driving meaningful results. This course equips you with the tools, strategies, and insights to lead confidently, navigate team dynamics, and promote growth through effective communication, feedback, and influence. Whether you’re an experienced leader or stepping into a leadership role, this course will transform how you connect with others and achieve your goals.

What You’ll Learn

- **Define Leadership:** Understand the key traits of effective leaders.
- **Navigate Generational Diversity:** Lead and motivate a multigenerational workforce.
- **Refine Your Leadership Style:** Adapt to diverse team and organizational needs.
- **Master Communication and Feedback:** Provide constructive feedback and active listening to build trust and collaboration.
- **Inspire and Influence:** Engage in meaningful conversations to build trust and drive shared goals.
- **Set and Achieve Goals:** Use the iSMART framework for clarity and accountability.
- **Plan for Success:** Align impactful conversations with organizational objectives.

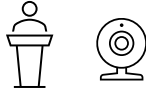
Why It Matters: Effective leadership drives high-performing teams and organizational success. This course empowers you to:

- Build trust and foster collaboration.
- Lead confidently through challenges.
- Drive innovation and growth within your team.
- Inspire others to achieve shared goals and lasting impact.

Who Should Take This Course?

- **Team Leaders and Managers:** Enhance team dynamics and performance.
- **Aspiring Leaders:** Develop the skills to lead confidently.
- **HR Professionals and Trainers:** Build leadership capacity in organizations.
- **Business Owners and Entrepreneurs:** Inspire and engage teams for success.
- **Anyone** aiming to refine communication, feedback, and influence skills.

Succession Planning 2-day



Succession planning is essential for organizational sustainability, growth, and resilience. This course equips you with the tools to identify high-potential talent, ensure continuity in critical roles, and align your plan with your organization's vision and goals. Whether building a plan from scratch or refining an existing one, you'll gain actionable strategies for success.

What You'll Learn

1. **Succession Planning Basics:** Understand its importance and impact on organizational resilience.
2. **Strategic Alignment:** Connect your plan to your Mission, Vision, and Values.
3. **Critical Role Identification:** Prioritize key positions based on business impact and skill requirements.
4. **Success Profiles:** Define the skills, knowledge, and traits needed for critical roles.
5. **High-Potential Talent:** Use tools to identify and evaluate future leaders.
6. **Future Potential Assessment:** Align individual potential with organizational growth needs.
7. **Communication and Coaching:** The VISION framework guides development conversations.
8. **Upskilling and Retention:** Build a culture of learning and growth to retain top talent.
9. **Strategic Hiring:** Address gaps by integrating external talent into your plan.

Why It Matters

A robust succession plan ensures your organization is prepared for change by:

- Strengthening internal talent pipelines.
- Reducing hiring costs and turnover.
- Aligning leadership development with strategic goals.
- Fostering a culture of opportunity and engagement.

Who Should Take This Course?

- **HR Professionals:** Talent development and workforce planning.
- **Senior Leaders and Executives:** Ensuring strategic continuity.
- **Managers and Team Leaders:** Developing high-performing team members.
- **Talent Development Specialists:** Identifying and nurturing future leaders.
- **Entrepreneurs and Business Owners:** Planning leadership continuity.

Process Improvement – Strategies for Operational Excellence - 3-day



Operational excellence is vital for staying competitive, efficient, and innovative. This course equips you with proven methodologies like Lean, Six Sigma, and Kaizen to identify inefficiencies, enhance workflows, and sustain improvements. Learn how to create streamlined processes that drive success.

What You'll Learn

1. **Process Improvement Basics:** Understand its importance and impact on organizational success.
2. **Analyzing Inefficiencies:** Identify areas for improvement and their effects on performance.
3. **Process Mapping:** Use tools like root cause analysis, fishbone diagrams, and the 5 Whys to identify bottlenecks.
4. **Defining Metrics:** Set SMART objectives and performance benchmarks.
5. **Lean and Six Sigma:** Apply Lean principles and Six Sigma's DMAIC framework for efficiency.
6. **Kaizen Philosophy:** Foster a culture of continuous improvement through engagement.
7. **Performance Measurement:** Develop KPIs and analyze data to monitor success.
8. **Change Management:** Implement improvements and overcome resistance.
9. **Stakeholder Engagement:** Communicate effectively to align goals and ensure success.
10. **Sustaining Improvements:** Maintain long-term improvements through a culture of excellence.

Why It Matters

Process improvement drives operational excellence by:

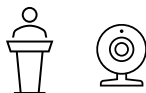
- Boosting productivity and reducing costs.
- Empowering employees to contribute to change.
- Enhancing teamwork and innovation.
- Delivering measurable results aligned with strategic goals.

Who Should Take This Course?

- **Managers and Leaders:** Optimize processes and drive results.
- **Operations Specialists:** Enhance workflows and productivity.
- **Quality Assurance Professionals:** Implement Lean and Six Sigma principles.
- **Team Leaders:** Streamline team performance.
- **Aspiring Leaders:** Build skills in process analysis and improvement.

Whether experienced or new to process improvement, this course offers actionable insights to transform how your organization works. Join us to achieve operational excellence!

Finance Fundamentals for Non-Financial Managers - 2-day



This course simplifies accounting and finance principles, giving you the tools to understand financial statements, assess organizational health, and make informed decisions. Whether a manager, entrepreneur, or professional looking to strengthen your financial acumen, this course provides the foundational skills you need to thrive in a data-driven business environment.

What You'll Learn

1. **Understand Financial Basics:** Grasp the fundamentals of balance sheets, income, and cash flow statements.
2. **Analyze Financial Statements:** Apply real-world insights to evaluate financial health.
3. **Use Financial Ratios:** Assess profitability, liquidity, and efficiency with key metrics.
4. **Manage Working Capital:** Optimize cash flow and resource allocation for success.
5. **Create Effective Budgets:** Build practical budgets with step-by-step guidance.
6. **Perform Break-Even Analysis:** Evaluate costs and risks to support decision-making.
7. **Explore Financing Options:** Align business financing choices with organizational goals.
8. **Understand Auditing:** Ensure compliance and accuracy with auditing basics.

Why It Matters

Financial literacy is essential for making informed decisions and driving success. This course will help you:

- Communicate effectively with finance teams and stakeholders.
- Confidently manage budgets, cash flow, and working capital.
- Understand the financial impact of strategic decisions.
- Lead with insight into today's competitive landscape.

Who Should Take This Course?

- **Managers and Team Leaders:** Oversee budgets and resources with confidence.
- **Entrepreneurs and Small Business Owners:** Strengthen financial management skills.
- **Non-Financial Professionals:** Understand financial reports and concepts.
- **Aspiring Leaders:** Advance your career with enhanced decision-making skills.

Whether you're new to finance or need a refresher, this course offers actionable insights to boost your financial understanding and empower your decisions. Join us to build a solid foundation in finance and excel in your role!

Sustainability Skills 101: Navigating the ESG Landscape 2-day



The importance of integrating Environmental, Social, and Governance (ESG) principles into business operations cannot be overstated. ESG is no longer a "nice-to-have"; it is a critical component of sustainable business success, driving innovation, enhancing brand reputation, and meeting stakeholders' expectations, including investors, customers, and employees.

What You Will Learn

1. **History and Evolution of ESG:** Understand the growth of ESG as a framework for responsible investing.
2. **Introduction to ESG:** Gain a foundational understanding of ESG principles and relevance.
3. **ESG Standards:** Learn about globally recognized standards and frameworks.
4. **Environment (E) Factor:** Explore climate action, resource efficiency, and ecological sustainability.
5. **Social (S) Factors:** Address equity, diversity, and community impact through effective leadership.
6. **Creating a Sustainable Culture:** Foster an organizational culture aligned with sustainability goals.
7. **Governance (G) Factors:** Examine ethical governance structures and accountability practices.
8. **Driving ESG Innovation:** Leverage innovation to tackle ESG challenges and create value.
9. **Overcoming Challenges:** Learn strategies to address resistance and implement ESG initiatives effectively.

Why It Matters

Integrating ESG principles drives innovation, enhances brand reputation, and addresses global challenges like climate change and social inequality. Organizations with strong ESG practices achieve:

- Competitive advantage.
- Improved compliance and stakeholder satisfaction.
- Long-term growth and resilience.

Who Should Attend

- **Business Leaders and Sustainability Professionals:** Lead impactful change.
- **HR and Management Teams:** Build equitable and sustainable practices.
- **Compliance Officers and Investors:** Stay ahead of ESG regulations and market trends.
- **Anyone** aiming to integrate ESG into business operations or advance their career in sustainability.

Advanced Business Development Using the 7 C's – 2-Day



Sales is more than a transactional activity—it's about building trust, creating value, and fostering long-term partnerships. This course will guide you through the essential principles of professional sales, grounded in the *7 C's of Sales Success* framework. By mastering these strategies, you'll enhance your ability to connect with clients, clarify their needs, compel them to act, confirm agreements, and champion ongoing success.

What You Will Learn

1. Understanding Yourself and Others

- Identify your sales style and adapt using personality profiles and body language.
- Build stronger relationships by understanding client behaviors and motivations.

2. The 7 C's Framework:

- **CHOOSE:** Define your ideal customer profile (ICP) and position yourself effectively.
- **CONNECT:** Build trust and establish strong relationships using emotional intelligence.
- **CLARIFY:** Master active listening to align solutions with client goals and needs.
- **COMPEL:** Influence clients with consultative selling and value-driven strategies.
- **CONFIRM:** Refine your sales strategy, address objections, and finalize agreements.
- **CONTINUE:** Set goals, manage key accounts, and expand market share.
- **CHAMPION:** Celebrate wins, learn from losses, and strengthen long-term relationships.

Why It Matters

In today's competitive environment, sales professionals must go beyond transactions to become trusted advisors. This course helps you:

- Build authentic client connections.
- Deliver tailored solutions that align with client needs.
- Influence and guide clients through the sales process.
- Foster loyalty by championing client success.
- Drive growth and expand your market presence.

Who Should Attend

- **Experienced Sales Professionals:** Refine skills and deepen client relationships.
- **New Sales Representatives:** Master a structured sales approach.
- **Business Development Specialists:** Build partnerships and drive growth.
- **Entrepreneurs:** Strengthen market presence and engagement strategies.
- **Anyone Responsible for Revenue and Client Relationships.**

First Responders Health and Wellness – 3 Day



This course, designed specifically for first responders, addresses the core dimensions of wellness—physical, Emotional, Social, and Occupational—providing tools to navigate their unique challenges. Delivered in three three-day modules, it builds a strong foundation for sustained health and resilience.

Module 1: Physical Wellness

Focus on maintaining a strong, healthy body to meet the physical demands of emergency response work.

Key Topics:

- Exercise and Strength Training for job performance.
- Cardiovascular Health to enhance endurance.
- Sleep Hygiene for managing irregular schedules.
- Stress Management to mitigate physical tolls.

Outcome:

Participants will develop strategies to optimize physical health, reduce injury risks, and sustain energy.

Module 2: Emotional Wellness

Equip first responders with tools to navigate psychological challenges and build resilience.

Key Topics:

- Coping with stress, trauma, and critical incidents.
- Resilience techniques to recover from setbacks.
- Addressing PTSD, moral injury, and compassion fatigue.
- Developing self-awareness and self-care plans.

Outcome:

Participants will enhance their ability to manage stress, maintain emotional balance, and build long-term resilience.

Module 3: Social and Occupational Wellness

Strengthen interpersonal connections and find fulfillment in work-life balance.

Key Topics:

- **Social Wellness:** Building team trust, leveraging support networks, and fostering workplace collaboration.
- **Occupational Wellness:** Achieving job satisfaction, work-life balance, and meaningful contributions.

Outcome:

Participants will foster supportive relationships, create fulfilling work environments, and contribute to a culture of wellness.

Why It Matters - This program empowers first responders to:

- Enhance physical health for peak performance.
- Build emotional resilience to handle stress and trauma.
- Strengthen social connections and promote a balanced, fulfilling work environment.

e-learning programs



Discover the essentials of purchasing through a flexible, interactive e-learning program. Designed to accommodate individual learners, teams, and organizations, this program comprehensively introduces procurement and supply chain management fundamentals.

Delivery Options:

1. **Individual Access:** Perfect for professionals looking to upskill at their own pace.
2. **Group Access:** Tailored for teams to foster collective learning and collaboration.
3. **SCORM-Compliant LMS License:** Integrate seamlessly into your organization's Learning Management System (LMS) for company-wide training.

Choose the format that fits your needs and equip your team with the knowledge to make informed purchasing decisions and drive organizational success.

Envision Programs [Link to Envision e-learning.](#)

ABD = Advanced Business Development

MLE = Management and Leadership Essentials or Field Operations Leadership Program

EL = Engaging & Influential Leader

SP = Strategic Planning

PI = Process Improvement

[Link to our Our Partners' e-learning Programs](#)

Teams

- Building Team Accountability: Strategies for Corporate Success
- Create an Envable Team Culture
- The Four Stages of Team Development
- Building Team Accountability: Strategies for Corporate Success

Professional Skill Development

- Time Management

Digital Transformation

- Embracing Digital Transformation
- Introduction to Digital Literacy
- Data Security
- Leveraging AI to Enhance Workplace Efficiency

Management, Leadership, and Executive Coaching

Elevate Your Leadership with Envision Group

Are you looking to sharpen your leadership skills, expand your influence, or become a more impactful leader? Imagine the advantages of having a *Trusted Advisor* who collaborates with you, holds you accountable, and drives tangible results.

The Power of Coaching

Introducing coaching into an organization can transform leadership and team dynamics. It can take many forms, including:

- **Coaching for Leaders:** Training managers to use coaching techniques for enhanced team performance.
- **Team Development:** Group coaching to build stronger, more cohesive teams.

Often, we remain unaware of our blind spots and the barriers to our growth. External coaching offers a fresh perspective, a confidential sounding board, and the motivation to achieve unprecedented success.

At **Envision Group**, our Executive and Management Coaching goes beyond skill-building. We partner with you to enhance your ability to motivate and develop others, refine your thought processes, implement strategies effectively, and maximize your overall impact—benefiting you and your organization.

About Envision Group

At Envision Group, innovation and growth are central to our philosophy. We recognize that keeping a broad vision amidst daily challenges can be difficult. Just as outsourcing tasks like IT or accounting frees you to focus on your strengths, partnering with Envision Group enables you to tackle complex organizational challenges and uncover new pathways for growth.

We help you reimagine your business by offering fresh insights, uncovering opportunities, and guiding you toward a future filled with possibilities.

Why Choose Envision Group?

- **Customized Solutions:** Tailored strategies to address your specific challenges with minimal disruption.
- **Proven Expertise:** Over 30 years of experience across diverse industries.
- **Strategic Partners:** Each consultant has at least 10 years of experience, combining theoretical knowledge with practical application.
- **Results-oriented:** With over 30 years of collective experience, we've solved countless challenges and developed innovative solutions.

Unlock Your Potential

Whether you aim to grow as a leader, foster high-performing teams, or reimagine your organization's future, Envision Group provides the expertise and partnership to help you succeed. Together, we'll transform obstacles into opportunities and achieve exceptional results.



Contact us at: www.envisiongroup.ca | info@envisiongroup.ca