

The background of the page features a large, faint, grey circular graphic in the upper right corner, resembling a stylized eye or a lens. Below it are several concentric, light grey circles that look like ripples in water. A vertical bar on the left side of the page is composed of several segments: a thin blue line at the top, a thicker blue segment, a darker blue segment, and a green segment at the bottom.

# **STRATEGIC TRAINING AND COACHING PROGRAM SUMMARY**

[www.envisiongroup.ca](http://www.envisiongroup.ca)



In-person workshops



e-learning



real-time webinars

## Management and Leadership Essentials



The Management and Leadership Essentials program helps new managers transform from individual contributors into effective leaders by learning about their personality preferences and understanding how they interact with people at work and home — understanding and working through change, the importance of goal setting, and the importance of effective communication.

## Strategic and Aligned Leader



Planning your strategy is about making choices. It's as much about choosing what to do as choosing what not to do.

Strategic planning sessions (in-person and remote) can be extremely useful to realign, reenergize, and refocus your leadership team.

This program will guide you through the development of a plan that is clear, concise, and specifically related to the product, service, or technology supported by your department or organization.

- Set your "Path to Market Leadership."
- Articulate how strategic planning can contribute to the success of the organization.
- Define the purpose and scope of the strategic plan as a tool for adapting the organization.
- Define the purpose and scope of the organization's mission, vision, and values statements.
- Identify an organization's strategic issues and formulate appropriate strategies and goals to achieve the vision.
- Apply tools and techniques to create a strategic plan that directs the organization from the executive to the front line.
- Acquire techniques for executive-level strategy development and identify how related tools, such as the strategy map and balanced scorecard, can help them develop a strategic plan.

## Engaging and Influential Leader

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Engaging leadership is defined as leadership behavior that facilitates, strengthens, connects, and inspires employees to increase their work engagement.

Organizations can achieve great things when leaders are motivated by purpose and inspire a vision for service and greatness.

## Envision's Leading with Courage

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You must be courageous to foster courageous cultures that can withstand constant change and uncertainty. Courageous leadership is what every employee hopes for and what every company needs. These leaders inspire their employees without limiting creativity and lead by example. This gives employees the confidence to give their best to their team. This program will provide you with the skills to become a Courageous Leader.

## Playbook Workshop *Building Your Leadership System*

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The PlayBook™ workshop is an opportunity for participants to take a vested interest in the corporate culture and apply it to their role or team. Through skills and knowledge developed in this workshop, participants will learn how to link corporate strategy to their roles and/or business units.

A PlayBook is a system that runs your business or area of business.

Participants will be guided through an effective process of personalizing and utilizing the following eight (8) foundation-based leadership tools:

## Finance for Non-Financial Professionals

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This course is for you: Finance for Professionals with no finance background. Finance for Non-Financial Professionals is a program that aims to increase financial literacy and help you understand your role in strategic decision-making. In addition, this program aims to help you understand the complexities of financial statements, capital budgeting, and the importance of cash flow.

## Diversity Equity and Inclusion

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Equitable companies surpass their competitors by acknowledging their team members' unique needs, perspectives, and potential, resulting in deeper trust and more employee commitment.

This program uses the unique experiences of relatable individuals to explore key concepts such as identity, power, privilege, and communication and provides practical strategies to create a more accepting workplace.

## Executive Presence - *Envision & Build your Executive Brand*

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Personal branding is a popular buzzword, but what does it mean? "Your brand is what people say about you when you're not in the room," Amazon's Jeff Bezos has said. We want people to have a particular impression of us, influencing how they think and believe about us.

Now is the time to change how people see you and transform your career! This program is for ambitious leaders who are already doing well but want to explore new ways and ideas to expand their executive presence. Envision will help you develop a strong, authentic personal brand that you will feel comfortable with, covering everything from how you carry yourself to how you work with others.

## Succession Planning



Planning for succession is identifying key organizational positions and building a talent pipeline. This allows employees to fill in the gaps when others leave or retire. A successor is an employee with the skills and knowledge to fill the vacancy until a permanent replacement can be identified.

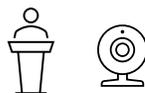
Success planning helps ensure business continuity and performance during change and shifting leadership. Even if there is no obvious successor in an organization, succession planning may help identify the skills and knowledge needed for a future external candidate.

What if your company lost one of its most important employees? Would you be able to find a replacement with the necessary knowledge, training, and skills to replace them?

Failure to plan for succession can have serious consequences. Without a succession plan, you are exposed to the following risks:

- Mission-critical information may be lost and not recovered.
- Name a successor who is not motivated, committed, knowledgeable, trained, or skilled enough to do the job well.
- Getting a new successor up and running was a significant time loss.
- Potential disruptions in workplace processes, workflows, and protocols.

## Advanced Delegation and Influence in the Workplace



To achieve everything you can deliver and concentrate on those few tasks that can make the most significant contribution to your life and work, it helps to delegate.

This program was developed to help you think through the tasks you can delegate to your team so you can work more effectively.

The best influencers can successfully influence up, down, and across the organization, impacting business results by driving behavior.

Influencing behavior is not a one-time event but a continuous process and investment that organizations should make in their employees. By incorporating influence training into leadership development programs, organizations set their leaders up for success.

## Process Improvement - Using the Envision 10-Step Process

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Working through these ten steps will get your process improvement going. However, we recommend working with an Envision coach who will guide you through the 10-Step process or with an individual who has completed the Envision comprehensive Process Improvement Practitioner Certification.

## Building Effective Process Improvement Teams

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We have worked with teams of all sizes, at all levels: task teams, project teams, process improvement teams, re-engineering teams, manufacturing teams, self-directed work teams, product development teams, and red teams, ranging from executive and manager level to workers, unions, and technical teams.

This program is a vehicle for passing on the principles and methodologies we have learned to work best in teams. It is a compilation of guidelines and best practices. The program is intended to give you thoughts, ideas, tips, and step-by-step techniques.

## The Tools of Process Improvement

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Leaders looking to create a culture of continuous improvement have many tools at their disposal. Unfortunately, many tools can be difficult to remember when solving a problem or improving an area. Although many organizations may not use all these techniques simultaneously in an organization, they can each be extremely effective when used in the right context.

This program contains a collection of the most useful and commonly used business process improvement tools and techniques you can immediately implement. These tools will enable your team to increase product quality and customer satisfaction, maximize performance, and reduce waste.

## Understanding and Using Leadership Assessments



Talent is everywhere in your organization. With our professional assessments, we help you to find it.

You need to understand the strengths and motivations of your employees to uncover the talent that you have. You must also understand the direction of your business and who you will need to help you get there.

We draw on decades of industry experience, proven methods, and data to create a picture of the talent you require, tailored to your business, industry function, or challenge. To get to know your people better and to understand what talent you have, we use top-notch assessment techniques. We then work to close the gaps so that you have the right people today in the right positions with the right talent for tomorrow.

- Identify if a candidate is a right fit for a job based on their behaviors, characteristics, and cognitive abilities.
- With the same data, measure how well a person fits a specific sales job in your organization.
- Evaluate compatibility between managers and their employees.
- Map out your team's characteristics to understand their similarities and differences.
- Evaluate an individual's approach to leadership and development.
- Generate all-inclusive reports.
- Some assessment tools include ProfileXT (PXT), Profile Managerial Fit, and Checkpoint 360.

## Measurement



We all know it is true that "you can not manage what you do not measure.," but what does that mean, and are you using the right tool or drivers to measure? With skills and tools developed from our expertise in strategic facilitation, we are well versed in measuring the "so what?" of the strategies we help our clients create. So how do you know you have a great plan if you can not measure it? We work with our clients to:

- Assess key performance drivers
- Create and implement balanced scorecard tracking and measurement tools

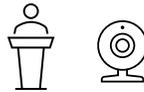
## Advanced Business Development - *Selling with Insight*

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The landscape of sales has changed due to the rise of social media and the wealth of free information readily available on the internet. Customers have control. The challenge in sales today is that buyers are changing much faster and more significantly than ever. They are consumers first, and their experiences as consumers influence their buying behavior. It is not unusual for a buyer to be a long way down their buying journey when they first contact you, and they want personalization, transparency, and immediate fulfillment.

## Management, Leadership, and Executive Coaching



Do you want to develop people and create influence, or could you benefit from being a better leader? Would you profit by having a "Trusted Advisor" who can work with you and hold you accountable to achieve results?

There are many ways to bring coaching into an organization: one-on-one coaching for leadership development provided by external or internal coaches, group coaching for team development, and teaching coaching skills to managers and leaders. Unfortunately, none of us recognizes every obstacle we face, we do not always see how we could improve, and the reality around us often constrains our ability to grow. Having someone outside all that, with whom you can speak freely, who will coach you and drive you to new levels gives you an enormous opportunity to improve and be even more successful.

At Envision Group, Executive and Management Coaching means working with you to inspire and develop others by; refining your thinking, delivering your strategies, and increasing your effectiveness which in turn benefits you and your organization.

## About Us

Growth and innovation are central, but big-picture thinking can be tough, especially when busy with day-to-day business.

You outsource your cleaning, accounting, IT services, and web presence. It makes good financial and business sense to bring in the experts, so you can focus on what you do best. Envision Group is the provider of choice for big-picture organizational problem solving and creative growth strategy. We will help you think about your business in a whole new way, bringing a fresh perspective to long-standing challenges and helping you envision - and achieve - a future with unlimited possibilities.

Envision Groups' solutions do not come out of a box ready to plug and play. We pride ourselves on identifying your challenges quickly and designing strategies to address them, always keeping your business's need for minimal disruption at the top of mind. We have been helping businesses for over 30 years, we know the landscape, we know your market, and we understand your industry.

Each of our partners has at least ten years of experience. We offer a combination of theory and practice and feel this is critical to our strategic approach. Combined, our consultants have over 50 years of hands-on problem-solving expertise behind them. That is a lot of problems and even more solutions.