

## Intentional People Leadership Training Proposal

### Overview

There is no responsibility more important in an organization than leading its people. Research shows that an engaged workforce is a clear competitive advantage and that 84% of how employees feel about their organization is driven by their immediate manager. People leaders set the tone, and their actions directly influence the culture of the organization and commitment level of their team. This 4-day course focuses on training leaders to lead intentionally, creating a culture of commitment and engagement within their team.

**Who is this training a fit for?** This training program provides people leaders across all industries with specific actionable strategies and tools that they can use with their teams immediately. It is also highly effective for individuals in HR or leadership roles who provide support and advice to people leaders.

### **Learning Outcomes – Leaders will be able to:**

- Define their role and their responsibility to their team.
- Develop a personal leadership philosophy to strive towards.
- Identify the four most common reasons why employees miss expectations.
- Diagnose performance problems, determine the appropriate problem-solving tools and successfully resolve issues.
- Execute successfully on performance problem solving conversations with their team.
- Effectively utilize a mix of rewards and recognition.
- Develop leadership habits that are sustainable long term and are used to create a collaborative work environment
- Leverage the knowledge of their team to build commitment.

## Day One

### **Section 1: The Intentional Leader**

- What makes a great leader?
- The role and responsibility of a leader
- Measuring the strength of your team
- Making time to lead
- Your Leadership Values

### **Section 2: Building Commitment**

- What is Collaborative Leadership?
- Promoting an environment of Collaborative Leadership
- Commitment versus Compliance
- Explaining the WHY
- Intentional communication

### **Section 3: Leading Individuals**

- Knowing your people
- Understanding talents
- Playing to strengths
- One-on-One's

## **Day Two**

### **Section 4: The Feedback Conversation**

- Setting expectations
- Areas of performance
- Understanding the WHY
- Starting the performance conversation
- Diagnosing the Problem
- Dealing with Ability Issues (internal & external ability issues)
- Dealing with Motivation Issues

## **Day Three**

### **Section 5: Emotional Intelligence for Leaders**

- Dealing with anger and other emotions
- Developing your EI
- Setting the tone for your team

### **Section 6: Recognition & Increasing Motivation**

- Why we say Thank You!
- Positive recognition
- Public versus Private Recognition
- Play, Purpose & Potential

### **Section 7: Training, Delegation & Change Leadership**

- Training approaches
- Don't task, delegate!
- Leading Through Change
- Managing uncertainty

## **Day Four**

### **Section 8: Managing Outliers and Authority**

- Leaders make subjective calls
- Managing the outliers
- Dealing with conflict
- The Responsibility of Authority
- Transitioning from peer to leader

## Section 9: Building Your Team

- Recruitment and selection
- Building your team
- Back to strengths

## Review & Reflection – Practicing Intentional Leadership

### Endorsements for the Intentional Leadership Program:

*“It is with pleasure that I recommend the Intentional People Leadership Training program provided by Jane Helbrecht of Acuity HR Solutions. This course is the perfect blend of important leadership concepts with practical applications sourced from several years’ experience across various organizations and industries. By bringing together a cross section of management professionals, Jane was able to facilitate some of the best professional discussions I have had on any topic. As a human resource professional, I gained a greater understanding of how to diagnose the cause of missed expectations, the difference between fostering a culture of commitment versus compliance and the use of practical tools for the difficult problem solving conversations every manager must have with employees. Whether you are an experienced leader looking to enhance your leadership skills or new to a leadership role and wanting to acquire a foundation for success and growth, you would be hard-pressed to find either a better course on leadership or a superior facilitator.”*

Philip Portelance  
HR Manager, The Winning Combination

*“Acuity’s take on leadership development is refreshing. Their Intentional Leadership program validated what I’m doing right, highlighted areas of personal growth opportunities and provided useful, easy to apply practices that I’m actively working at back on the job.”*

Morgan Johnson  
HR Manager, Commercial Real Estate

*“Jane Helbrecht from Acuity HR is a fantastic facilitator as well as a dynamic communicator! She has more than delivered on any customized leadership material we have requested for our team! Jane always offers an engaging yet fun approach to a topic that has been chosen for our leadership retreats and is very effective at carrying through on all points. Jane assists participants with very broad experience levels to enrich the discussions in a very positive way. There are many useful things that our leadership team takes away from Jane’s training and quite simply, our team is very responsive to the material and to Jane’s delivery!”*

Lorene Desmarais  
Director Staff and Branch Leadership, One Insurance

*“A short while ago I took on a new position in my company as production manager. Due to the nature of this job, I found myself dealing more and more directly with individuals. As this was a new experience for me I felt the need to improve my ability to interact and deal directly with different situations as they arose. I enrolled in the Intentional People Leadership Training with Acuity HR with the goal of improving how I deal with individuals and their unique characteristics. I am thankful to note that my decision to enroll in this course was the right one. After only a very short while I find myself already using the skills that I gained from taking the program.”*

Production Manager  
Manufacturing

*“Participating in the Leadership Training with Acuity HR provided me with a new perspective on the importance of growing a committed and effective team. The professionals at Acuity taught me about character, and really communicated not only how to be an intentional leader, but the importance of implementing these practices into my daily work. The atmosphere was welcoming to questions and offered in a discussion format that allowed everyone to participate and express opinions. I would highly recommend the Acuity team and their training program to any individual or organization looking to invest in strong leadership.”*

HR Leader  
Construction Industry

*“My Assistant Director and I are both new in our leadership role, and it was suggested that we use some of our staff training budget dollars on leadership training for the two of us. After researching the local universities and community college and not being able to locate a program that fit our needs, we were directed to Acuity HR and their Intentional Leadership Training Program. After reading the description of the classes, we were excited to see that it was the exact training that we were looking for. The program was offered over a timely period of four and a half days and covered a variety of topics; all that are essential to anyone in a leadership role. The dynamic training was offered in a context that was both easy to understand and easy to put into action immediately after the first day of training. The facilitators not only shared their knowledge and training expertise but also encouraged the participants to share and discuss their own situations so that we could all collaborate towards finding solutions and becoming the “Intentional Leaders” that we are all striving to be. The training really helps in eliminating the guess work when dealing with challenging work situations and gave me the confidence that is necessary when building an effective team. Whether you are new in your leadership role, or are looking to take your leadership role to the next level, this is the course for you! The only disappointment was when the class ended – we all wanted more!!!”*

Executive Director  
Not for Profit Organization