



## The LEADS Learning Series

The *LEADS Learning Series* is designed to support your efforts to develop the leadership capacity you need. This series of five interactive, hands-on professional development workshops focuses on helping you learn and experience the core concepts in the *LEADS in a Caring Environment* capabilities framework. The LEADS Learning Series is the pre-requisite for certification as either a LEADS Internal Facilitator and/or a LEADS Coach.

Each workshop is a practical, dynamic and interactive one-day session conducted by certified LEADS Faculty and will provide an in-depth look at how each domain contributes to building capacity in leaders.

These workshops provide practical skills in effective decision-making processes, influencing and inspiring others to execute a plan, creating and managing organizational change.

### The LEADS Learning Series

- Creates experiences where new learning affects change in learners;
- Promotes an environment where learners contribute meaningfully to the learning of others;
- Values learners as individuals who bring expertise and life experience to their professional development;
- Provide learners with practical applications of leadership knowledge and skills; and
- Provide safe learning environments that are supportive, respectful, welcoming and inclusive.



## LEAD SELF WORKSHOP DESCRIPTION

Leadership begins with self awareness, and emerges from your own personal philosophy of leadership. The work of a leader is based on an understanding of how your own mindset, beliefs, values, and intentions contribute to behaviours that define you as a leader. It encompasses taking responsibility for one's own performance and demonstrating emotional intelligence. Leaders need to show honesty, integrity, resilience, and ethical decision-making. In other words, leaders have to be trustworthy. This component also stresses the need for leaders to continually seek opportunities and challenges for personal learning, character building and growth.

You will learn more about:

- ✓ Self-awareness
- ✓ Managing self
- ✓ Developing self
- ✓ Demonstrating character

### Learning Outcomes:

In this workshop you will:

- ↻ Explore and discuss your self-awareness of leadership strengths and limitations
- ↻ Recognize the influencing factors that affect your ability to manage yourself
- ↻ Increase your awareness of learning opportunities and create a self-directed development plan
- ↻ Explore the values of integrity and emotional resilience as they relate to leadership character

*The unexamined life is not worth living.*

Socrates, in Plato, Dialogues, Apology  
Greek philosopher in Athens (469 BC - 399 BC)



## ENGAGE OTHERS WORKSHOP DESCRIPTION

How do you get people to follow your lead? Your success depends upon your ability to influence the actions of others. Leaders do not exist in isolation – they exist in context and in relationships. Without willing, energized, and engaged followers, a leader is unable to accomplish results on any significant scale. Leaders engage others through personal influence, teamwork, trust, communication and through the creation and management of performance expectations.

In this one day workshop you will learn to recognize your own assumptions and judgments and to reframe situations to build new relationships and improve existing ones.

### Learning Outcomes:

In this workshop you will:

- ↗ Explore approaches to support and challenge others to achieve personal and professional goals
- ↗ Understand the elements that create a healthy environment where others have meaningful opportunities and resources to contribute
- ↗ Practice communication skills that facilitate an environment of collaboration and cooperation to achieve results
- ↗ Discuss and experience elements of effective, healthy teamwork

*“An organization does not succeed because it is big or long established; it succeeds because there are people in it who love it, sleep it, dream it, and build future plans for it.”*

Unknown



## ACHIEVE RESULTS WORKSHOP DESCRIPTION

Leaders are judged on the results they achieve for their organization, and in complex environments leaders are accountable for far more than financial results. In this one day workshop, you will discover how achieving results requires leaders to integrate the skills of building expectations for yourself and others, of creating and sustaining relationships at many levels, and of establishing processes based on values and evidence.

### Learning Outcomes:

In this workshop you will learn more about:

- ↗ Setting direction
- ↗ Strategically aligning decisions with vision, values and evidence
- ↗ Taking action to implement decisions
- ↗ Assessing and evaluating

*Leaders have always been expected to achieve results, but only in the past couple of decades have they been held accountable for achieving results in the public and healthcare sectors.*

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## DEVELOP COALITIONS WORKSHOP DESCRIPTION

Developing coalitions - relationship building at a strategic level - is critical to the success of today's complex organizations. And successful coalitions do not just happen, nor do they just remain successful. Leaders involved in these coalitions must know how to work purposefully to build and sustain partnerships and networks to create results. They must know how to mobilize knowledge and navigate socio-political environments, while maintaining a commitment to customer service. In this one-day workshop, you will advance your understanding of how coalition building contributes to positive change in within your organization.

### Learning Outcomes:

In this workshop you will learn more about:

- ↗ Purposefully building partnerships and networks to create results
- ↗ Mobilizing knowledge
- ↗ Demonstrating a commitment to customers and service
- ↗ Navigating socio-political environments

*To gain real value or advantage means that a goal may be achieved more readily by working together rather than each organization, group, or individual acting alone.*

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## SYSTEMS TRANSFORMATION WORKSHOP DESCRIPTION

Leaders must have the strategic ability to steward change effectively while complexity and change pose particular challenges. Paying attention to the dynamics of complex systems – i.e., large, complex service delivery organizations, will enable leaders to determine solutions that will create a better systems for the future.

In this one day workshop, participants will explore methods of critical thinking that will enable them to solve problems and implement effective processes across systems and stakeholders. They will discover the importance of encouraging and supporting innovation, of environmental scanning for tools and trends that will shape the system and improve service delivery.

You will learn more about:

- ✓ Demonstrating system and critical thinking
- ✓ Encouraging and supporting innovation
- ✓ Orienting strategically to the future
- ✓ Championing and orchestrating change

### Learning Outcomes:

In this workshop you will:

- ↻ Appreciate how complexity theory and systems thinking contribute to shaping the the future
- ↻ Achieve increased awareness of techniques that support employees and clients to create and support innovation
- ↻ Examine how to engage and support others in a common strategic understanding of future
- ↻ Employ tools and techniques to assess your own, your colleagues, and your organizations capacity for change and change readiness

*The focus on transformation... reflects our view that the LEADS domain of Systems Transformation is most suited to the confusing, multi-actor, interactive environment that characterizes large systems.*

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