



Leadership Program



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The Opportunity

A [2023 Chartered Management Institute study](#) found that 82% of managers were 'accidental managers' who hadn't received proper leadership training, often failing to provide fair treatment, effective feedback, and developmental support.

Indeed, a YouGov survey in 2024 found that 64% of managers would look for another job if their organization failed to provide them with sufficient opportunities to learn.

The reality is that your leaders struggle every day to balance competing instincts, experiences, values and requirements in novel and complex situations. Put another way, if there were a simple flowchart to deal with all leadership situations, we would have completely replaced leaders with software 30 years ago.

On top of all of this, the majority of leadership training centers on procedural skills. They focus on the mechanics of traditional management rather than the skills and behaviors of modern, coaching-based leadership.

Our Approach

We've thrown out the rule book and created a multi-faceted program that blends training, facilitation and coaching. It's an immersive learning journey that imparts immediately-useful, practical tools. It focuses on 7 of the core leadership strengths identified by Google's manager research: [Project Oxygen](#). Namely, a good leader is a good **coach**, **communicator** and **decision-maker**. They **care** about everyone's inclusion, success, well-being and they drive professional **growth**. They are **results-oriented** but **never micromanage**.

Beyond these foundations, our 40+ combined years of growing leaders and teams have taught us that there's no absolutely right / wrong way to lead. There are only better / worse ways. Those ways are strongly defined by and depend on the context and culture that leadership is happening within. This is why we work hard to provide a comprehensive starting point for leadership teams to evolve their own styles, cultures and approaches tailored to the nuances of their organizations.

Leadership Program

Workshops

- Live, virtual whole-group sessions facilitated by industry experienced coaches
- Small group exercises, games, whole group discussions, experiments and more
- Frameworks, canvases and worksheets

Roundtables

- Live, virtual whole-group gatherings with pre-session prompts to generate high-quality discussion
- Structured conversation around program topics and related manager challenges
- Guided peer-to-peer learning encouraging cross-pollination of ideas
- Develops a manager network

Coaching & Mentoring

- Begin with a 1-on-1 coaching session assessing growth goals and development plans
- Conclude with a second coaching session to ensure maximum capitalization on everything learned
- With the Boosted track, build on established coaching relationships to accelerate continued development

BOOSTED

CORE

Workshops

ESSENTIAL

Coaching Skills

Effective 1-on-1s

Feedback

Decisions & Accountability

Mindful Productivity

Kickoff Coaching

Roundtables

Coaching & Graduation

Coaching & Graduation

On-Demand Mentoring

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	Essentials 2-4 mths	Core 4-6 mths	Boosted 6-9 mths
Group Workshops (2hrs)			
Coaching Fundamentals	✓	✓	✓
Effective 1-on-1s	✓	✓	✓
Feedback	✓	✓	✓
Decision Making & Accountability		✓	✓
Mindful Productivity		✓	✓
Option To Exchange Topics Psychological Safety · Conflict Skills		✓	✓
Group Roundtables (1hr)			
Paired with each workshop	3	5	5
1-on-1 Sessions			
Kickoff & Graduation Coaching (25m)	✓	✓	✓
On-demand Mentoring (50m) Accesses our entire range of materials/tools			3
Supporting Materials			
Personalized Program Companion Actions · Experiments · Progress Notes	✓	✓	✓
Detailed Workshop Handouts Deck Summaries · Quick Reference Guides	✓	✓	✓
Leadership Tools Frameworks · Canvases · Worksheets	✓	✓	✓

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Program Workshops

Coaching Fundamentals

This workshop focuses on understanding the role of coaching in the workplace. Participants explore the key skills of deep listening and powerful coaching question construction. We provide practical exercises, discussions and tools along the way. This workshop helps to establish coaching as a core tool of outstanding leadership, giving managers confidence to grow as coaches. Read more [here](#).

Effective 1-on-1s

This workshop builds a shared understanding of how to foster a healthy feedback culture. We cover the most common, conflict-inducing pitfalls and how to avoid them. We share the principles of good feedback and how to construct it. We also explore the psychology and behavioral components of receiving feedback. Read more [here](#).

Feedback

This workshop teaches participants not only the importance of good 1-on-1s but also the key skills and tools needed to make them effective. We explore different themes and focuses for 1-on-1s as well as the shared accountabilities between managers and team members. Participants leave with a toolkit to level up their 1-on-1s immediately. Read more [here](#).

Decision Making & Accountability

This workshop offers frameworks for both individual and collaborative decision-making. It emphasizes the importance of alignment-building and the pitfalls of consensus-based cultures. It establishes core principles for clear ownership and team roles. Participants leave this workshop thinking more deeply about the way decisions are made, creating a solid foundation for evolving their decision making activities. Read more [here](#).

Mindful Productivity

This workshop is our unique take on productivity combined with wellbeing. We share our model for sustainable velocity in busy, demanding workplaces. We help participants understand the psychological components at play, whilst giving them tons of practical tips and tools to apply right away. Read more [here](#).

Program Features

Internal Marketing

We provide you with a digital brochure designed to inform and excite your managers about the opportunity. We also offer a live virtual meet and greet / kick-off.

Easy Enrollment

We provide your managers with a link to enroll in the program. If preferred, a program sponsor can hand-pick participants (and we'll help you with cohort design).

Onboarding & Welcome Materials

We provide enrolled participants with a complete onboarding guide. This includes a workbook for them to fill-out prior to their onboarding 1-on-1 video call.

Program Companion

We provide a program companion that includes all the tools they can experiment with in between sessions. This helps them to choose experiments and record results - ready for discussion with their coach.

Self-scheduling

We provide all participants with a unique booking code allowing them to schedule their own 1-on-1 sessions (including rescheduling / cancellation, as needed).

Program Sponsor Dashboard

We provide program sponsors with a tracking dashboard allowing them to see all participants and their corresponding activity (attendance, completion etc).

Slack / Email Nudges

Throughout the program, we share thought-provoking questions about the topics covered - encouraging action, reaction and deeper thinking.

Evaluation Survey

We provide participants with a lightweight end-of-program survey structured around free text answers to get the most valuable insights about their experiences.

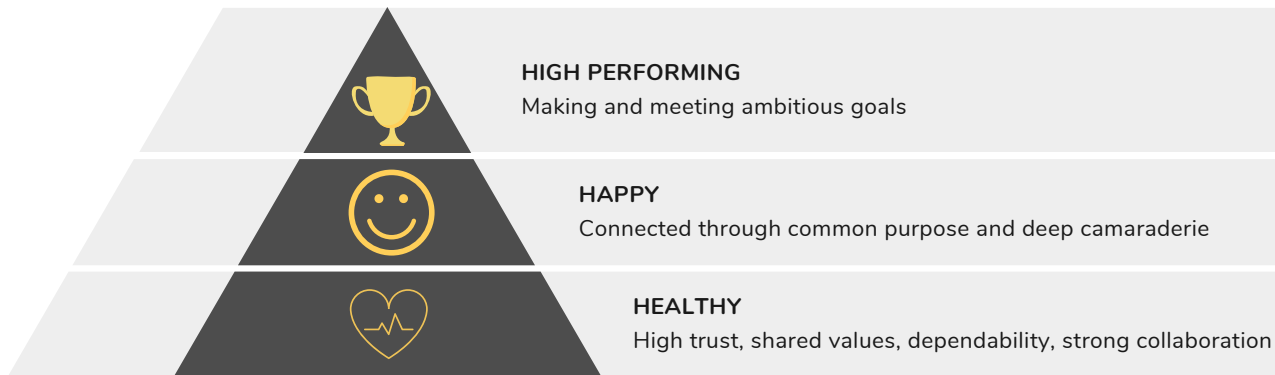
Program Sponsor Report

We analyze the participant evaluations and add our own insights from the experience of working with the group. Then we provide the program sponsor with a comprehensive report detailing learnings, ideas and areas to focus on for the future.

Graduation Certificate

Upon completion of the survey, each participant is issued with their own custom certificate including a bespoke link to add that certification to their LinkedIn page.

Our passion is to help you create happy, healthy and high-performing agile teams. We help leaders, teams and individuals find ways to win together.



Jordan
Head of Talent
Nuro

I attended one of the sessions for our senior most leaders (tough crowd!) around cross-collaboration & decision-making, and it was excellent. The group was super engaged, the conversation was really thoughtful, and it was clear folks got a lot out of it. Definitely recommended especially for mid- or more senior-level managers for whom many other training providers may feel too elementary.

DRIVEN BY OUR VALUES

- **Empathy:** listen first and seek real connection
- **Playfulness:** be light in spirit and unconstrained in creativity
- **Diligence:** sweat the right details and act with care
- **Curiosity:** explore the unknown joyfully, bring back understanding

RESPONSIVE AND NIMBLE

We have a startup culture and mindset. Taking an agile approach to everything we do.

EXPERTISE AND TOOLS

Our unique blend of expertise from people, product and tech leadership sets us apart from the crowd.

PARTNERS NOT CONSULTANTS

When we work together, we'll be part of your team. Our work doesn't stop at the end of the project. We'll be a part of each other's trusted communities. ♥



Our passion is to help you create happy, healthy and high-performing agile teams. We help leaders, teams and individuals find ways to win together.

NETFLIX

The program coaches had a deep understanding of workplace dynamics and human psychology which helped me understand my team and organization much better.

David
Eng. Mgr

aurora

Maria
Sales Eng. Mgr

The program helped me re-think what leadership is. The sessions were engaging and thought-provoking, always allowing me to unpack fears, misconceptions and then make space to approach leadership from a fresh perspective.



Evan
Product Leader

I would strongly recommend the leadership program to anyone who's looking to improve their performance as a manager. The coaches' perspectives were fresh and relevant. The program was joyful, interesting, intriguing and always made space for reflection.



Alisia
CPO

This was an excellent program. I found the examples of the best way to handle specific scenarios really valuable. The workshop on coaching was great. The accountabilities piece was much needed. I also loved the frameworks for 1:1s.



Jeanette
VP Finance

It can be hard to move from a leader who has their hands in a variety of different processes to one who is able to provide a vision to the team and lead them to a whole new place. The program provided me with new tools that will help me become the leader that my team needs.



Jonathan
Prin. Prod. Mgr

It hasn't been 24hrs since your program ended, and I've already used the phrase "let's play with this idea" several times in order to defuse resistance to seemingly impractical ideas. Thank you for reminding us how to be creative at work, and that it's OK to be playful with ideas



Rebecca
VP Aud. Growth

With each session, I could see myself improving more and more in my career development and growth. From working through tough questions and situations, to workshoping skills, each lesson was tactically and philosophically helpful in my role as an executive.



Kelly
QA Mgr

The course helped me look at how I manage completely differently. It was brilliant to talk about the issues we faced, many of us had the same problems. The facilitators provided great theories, tools and materials that will help me lead the team in the future.



Sarah
VP Marketing

Being a good manager doesn't just happen. Just like with anything else we want to master in our lives, being a good manager can be learned through practice. I really appreciated that this program gave us the tools and space to turn these great concepts into a habit.



Aaron
Finance Head

This course had great examples and I appreciated the materials we can leverage going forward. I am going to implement the suggestions from the guides including the growth plan for me and my team. This program is valuable for all leaders in all organizations.