



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.

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. It focuses on the mechanics of traditional management rather than the skills and behaviors of modern, coaching-based leadership.

The 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 focuses on 7 of the core leadership strengths identified by Google's [Project Oxygen](#). Namely, a good leader...

- ☐ Is a good coach.
- ☐ Empowers the team and doesn't micromanage people.
- ☐ Creates an inclusive team, showing concern for everyone's success and well-being.
- ☐ Is productive and results-oriented.
- ☐ Is a good communicator - they listen and share information.
- ☐ Supports career development and discusses performance.
- ☐ Is a strong decision maker.

The Program

Group workshops, roundtables and personalized coaching.

Five Core Workshops

- 10 hours of live, virtual sessions facilitated by industry experienced coaches
- Workbooks, tools and frameworks
- Small group exercises, whole group discussions, experiments and more
- Core topics...
 - [Coaching Fundamentals](#)
 - [Effective 1-on-1s](#)
 - [Feedback](#)
 - [Decision Making & Accountability](#)
 - [Mindful Productivity](#)
- Add / swap-in...
 - [Conflict Skills](#)
 - [Psychological Safety & Failure](#)

Five Roundtables

- Whole-group gatherings with pre-session prompts to generate high-quality discussion
- Structured conversation around program topics
- Guided peer-to-peer learning encouraging cross pollination of ideas
- Develops a manager support network

Three Individual Coaching Sessions

- 1 onboarding / goal setting session prior to the workshop series
- 1 mid-way session to check-in on learning progress and debug any challenges
- 1 future-focused session close to graduation
- Option to extend program with 3 additional coaching sessions per person, post-graduation

Supporting Materials

- Personalized program companion to track notes, actions and progress
- Detailed workshop handouts
- One page quick-references to key concepts

Core Leadership Program

Workshops

- 5 core workshops with the option to swap in topics
- 10 hours of live, virtual sessions
- Facilitated by industry experienced coaches
- Workbooks, tools and frameworks
- Small group exercises, whole group discussions, experiments and more

Roundtables

- 5 sessions (1h each)
- Pre-session prompts to generate high-quality discussion
- Structured conversation around the program topics
- Guided peer-to-peer learning encouraging cross pollination of ideas
- Developing a manager support network

1-on-1 Coaching

- 1 onboarding session prior to the workshop series
- 1 session mid-way through the program
- 1 future-focused session prior to graduation
- Flexible scheduling to accommodate busy professionals
- Option for additional sessions



Program Features

Internal Marketing

We provide you with a digital brochure designed to inform and excite your managers about the opportunity.

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.

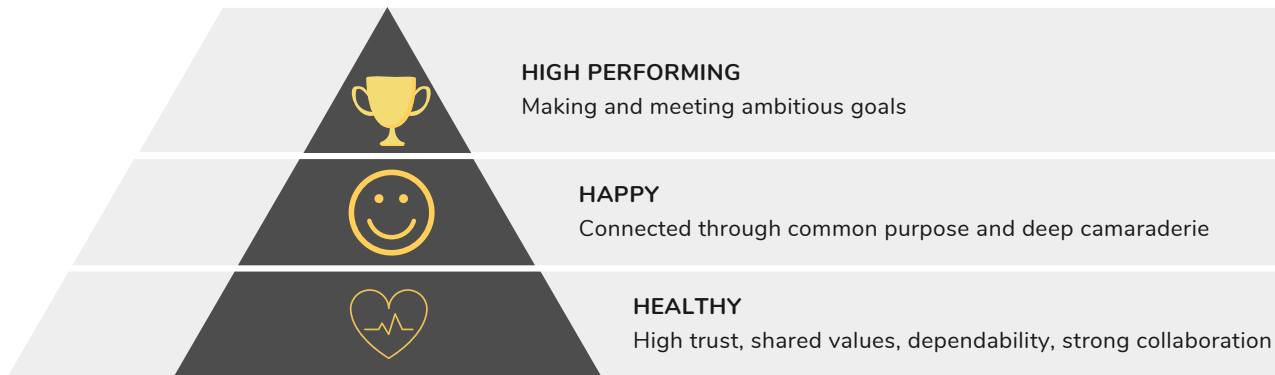
Program Sponsor Report

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.