

Course Description

This course provides students with a deeper understanding of Leadership as it applies to free market business and not-for-profit operations. The course includes both philosophy and techniques that are useful to those in middle to senior management roles as well as recognized heads of departments or corporations.

The course will also be found interesting to anyone that shows potential for or a desire to participate in a leadership role in their career future.

The course also includes the utilization of the most accurate Personality Assessment tools available, The Birkman® Method.

Candidates will learn what great thought leaders have to share on the subject and to apply principles of those thoughts within their daily interactions with their charges.

Candidates will define for themselves their personal leadership style include preferred and optional approaches to power, techniques and applications.

They will acquire abilities to best describe themselves as leaders and the various attributes they possess and be able to outline their expectations of others on their team.

The candidates will also understand the motivations behind creating teams for both long & short terms.

They further will learn how to handle a variety of personalities, enhance listening skills and make better decisions on behalf of the company.

Course Organization

The course is taught through online chats that occur weekly. GoToMeeting is the agnostic platform used so the candidate views material with the consultant simultaneously during the conversations. The visuals include text, quotes, charts and graphs and are all backed up with materials that are emailed to the candidate at the conclusion of the chat.

Small assignments, usually limited to observations or practice of techniques are disseminated weekly at the conclusion of the online chat and are reinforced with written instructions via email. These assignments are not intrusive and the longest written piece to be submitted by the candidate is about the same length as this paragraph.

The course culminates with a joint session wherein all candidates from the same corporation share what they have learned about themselves and other candidates in the course.

Course Objective

The candidates will learn what drives them in their quest and how that influences their choices in choosing a particular leadership style. They will also learn what happens to them when things shift from ease to stressful and how they shift in their behaviours and how to cope with those shifts.

They will acquire skills equipping them to deal with subordinates in fair, equitable ways and in alignment with corporate goals. They will enhance their abilities to motivate others. They will be able to describe for themselves and others their personal style, motivators and needs from others so they function in a most effective fashion.

Course Structure

The course starts with the completion of the The Birkman® Method online assessment. This assessment produces reports that allow the consultant the foundation upon which to craft the various components of the course into the most effective and efficient way for the benefit of the candidate. Following that the weekly sessions commence and follow the calendar below. The calendar is flexible and the course leader will accommodate individual needs to the best of their ability.

ABC Materials© are discussed with an Ally Consultant (ABC)

Birkman® Method Materials are discussed with a Birkman® Certified Consultant (BCC)

Current Consultants are:

Jay Perry, Lead Trainer, Founder & CEO, Certified Birkman Consultant, BSc Psych,

Kim Perry, Senior Trainer, Certified Birkman Consultant, BA,

Weekly assignments are, as mentioned previously, more observational in nature and are never onerous or difficult. They do challenge candidate's thinking and their conscious behaviours but are not embarrassing or attention-drawing.

The assignment are always due at the next weekly session with the consultant.

The consultant is available in reasonable time terms for questions, comments or concerns between sessions by text, email or telephone conversation.

Leadership Development Course (LDC)

Motivation:

The more effective a leader is with their people, the better the organizational performance. The LDC is designed for existing leadership, identified future leaders and those that are in positions of responsibility like supervisors; anyone in an organization that influences the performance of the workforce and results of the company.

Focus:

Our participants are called candidates. Individualized and powerful, the LDC has 3 major components; personal inventory, principles and techniques. The LDC addresses working with others, inside & outside the organization; perceptions and how to work with them; dealing with difficult situations in efficient ways. We discuss leadership principles/philosophies, techniques that work all rooted in the candidate's strengths as identified by our unique online assessment. We use a state-of-the-art tool that provides the most accurate guide to self awareness.

Logistics:

The Course is 6 months (26 weeks) in length. It is NOT a classroom setting or pre-recorded lessons. Candidates work weekly, one-on-one, live online with their coach. Course materials are introduced in bite-size manageable pieces with sessions lasting approximately a half hour each, respecting busy schedules. This conversational approach to learning promotes real world application and sustained entrenched learning. The personal attention provides for maximum efficiency, building on their strengths, teaching approaches and avoiding pitfalls.

Experiential Benefits:

Over the 6 month period with the materials provided, candidates come to identify, embrace and develop their own unique leadership style. We are proud that we have a 100% "would refer to others" rate from graduates! Our overall satisfaction with relevance, timing, content and coaching stands at 4.7/5.0.

Functional Benefits:

(The following results are based upon our third-party interviews with the candidates, the following has been documented)

Improved Self-Awareness – 100% of participants believe the program opened their eyes to their strengths and stressors.

Improved Communication – 100% believe the program enhanced their ability to better engage with and communicate with subordinates and peers.

Improved Leadership Skills – 100% of participants indicated LDC improved their leadership competencies either through learning new skills or refreshing best practices.

Improved Readiness – 20% of program participants have elevated functional roles because of their growing leadership abilities.

Improved Team Insights – Better understanding different types of leaders and styles helped explain how people make decisions and respond to various situations.

Additional Benefits Reported – Improved organizational and time management skills (increasing personal efficiency and effectiveness), improved culture and environment (people felt more respected and "heard"), improved attitude and personality (elevated positivity).

Costs:

We have kept costs low for top-quality coaching with our virtual delivery system. Because every candidate receives personal attention, our fees are not discounted for volume. Current fees are CAN\$3,900 per candidate plus tax, all costs included.

Calendar:

Week #	Lesson Name	Source	Instructor
1	Major Interests	Birkman® Method	BCC
2	Strengths	Birkman® Method	BCC
3	Needs	Birkman® Method	BCC
4	Stress Behaviours	Birkman® Method	BCC
5	Integration & Leadership Style Grid Diagrams	Birkman® Method	BCC
6	Leadership Listening	ABC Materials ©	ABC
7	Mental Imaging & Behaviours	ABC Materials ©	ABC
8	Leadership Characteristics 1 to 4 (of 12)	ABC Materials ©	ABC
9	Leadership Characteristics 5 to 8 (of 12)	ABC Materials ©	ABC
10	Leadership Characteristics 9 to 12 (of 12)	ABC Materials ©	ABC
11	Responsibility	ABC Materials ©	ABC
12	Thought Precedes Everything	ABC Materials ©	ABC
13	Leading Self	ABC Materials ©	ABC
14	Emotions	ABC Materials ©	ABC
15	Lesser Interests	Birkman® Method	BCC
16	Factors in Changing One's Self	ABC Materials ©	ABC
17	Quotable Quotes on Leadership	ABC Materials ©	ABC
18	Ruthless Compassion	ABC Materials ©	ABC
19	Impact of Quality Relationships	ABC Materials ©	ABC
20	Aspirational Self	ABC Materials ©	ABC
21	Asset to the Corporation	ABC Materials ©	ABC
22	5 Types of Power	ABC Materials ©	ABC
23	Interests and Power Choices Combine	Birkman® Method	BCC
24	Usual Style Defined & Combined	Birkman® Method	BCC
25	Needs Combined	Birkman® Method	BCC
26	Stress Behaviours Combined	Birkman® Method	BCC