



innovative  
PATHWAYS

# Leadership Development Program

A Pathway to  
Grow & Develop  
Leaders

## Organizations Want More from Their Leaders

Organizations want leaders who can achieve results, innovate more, lead effective teams, engage employees, act like owners and collaboratively solve any challenge that emerges. We expect a lot from our leaders.

## Leaders Want to be Exceptional

Most leaders in organizations want to do meaningful work that contributes to organizational success. They want to leverage the culture they work in and how to change and improve it. They are willing to work differently to achieve goals, and they need support. They need an opportunity to learn first hand how to lift their leadership skills to a higher level of impact and manage at the pace of change.

## A World Class Program Customized for You

This program is for highly valued people leaders whose continued learning and development is critical to the success of your organization. It incorporates world class leadership assessments, simulations, and practical tools to support and challenge growth in a dynamic, interactive, and experienced based learning environment.

## Leadership Development Program Overview

	Day 1	Day 2	Day 3
AM	Introductions & Context	Leading Change	Emotional Intelligence
	Leadership Inspirations & Challenges	Building High Performing Teams	Decision Making
	Influencing for Impact Experiential Activity	High Performing Team Simulation	Giving & Receiving Feedback
PM	Leadership Effectiveness – 360 feedback	High Performing Team Simulation (continued)	Goal Setting & Personalized Action Plan
	Coaching for Empowerment	High Performing Team Framework	Peer Coaching
	Learning Integration	Learning Integration	Program Close

### Facilitator - Tammie Plouffe

Helps leaders and teams who want to make an extraordinary impact and discover innovative ways to deliver great results.

Tammie is Managing Partner of Innovative Pathways in Canada working globally with large and mid-sized organizations. In addition to her consulting and training practice, Tammie has led a global brand's product development and sales, and led internal Organization Development functions. She recently published articles through Harvard Business Review and has also co-authored three leadership indexes with Discovery Learning Inc.: Influence Styles Indicator, Change Readiness Gauge and Change Navigator, and an innovative facilitation tool called Image Insights with Multi-Health Systems. Inc.

Tammie has a B.A. Psychology from Dalhousie University and Master of Science, OD from Pepperdine University.

**Leaders will leave this program with greater self awareness, better equipped to operate at a higher level of impact, and ready for the challenges ahead.**

### Leaders walk away with:

- An understanding of the role of leadership in creating a high performance workplace.
- Greater self-awareness through leadership assessments and a 360 feedback process.
- Enhanced skills in: influencing and communication, decision making, coaching, team effectiveness, change leadership, and emotional intelligence.
- Clarity on the connection between leadership practices, organizational culture and bottom line results.
- Tools to improve decision making, risk taking and innovation in your organization.
- A better understanding of individual preferences, team dynamics and organizational culture.
- Clarity on developmental goals and a personalized action plan.

### Information

- Customizable 3-day program
- Available for groups of 16 – 24 people
- Pricing available upon request