



## THE LEARNING EDGE

Leaders in learning and development solutions since 1994

### Learning and Development Solutions to create a more engaged culture that **improves business results.**

The Learning Edge Inc. is a Canadian based learning and development firm. The Learning Edge's programs are presented to organizations who wish to have a solution customized to meet their specific needs.

Our firm offers a broad range of business solutions through an extensive network of professionals qualified in their related work field. They have the expertise and experience that offers our clients the best possible learning and development solutions; all on the cutting edge of today's business world.

We accomplish this by analyzing our clients' learning and development needs, researching the most appropriate intervention and making a recommendation for an effective solution. Our focus is on creating an engaging culture.

#### CUSTOMIZATION

We are committed to a comprehensive analysis before recommending and customizing a solution.

#### QUALITY

Every solution created is in pursuit of excellence from development to execution.

#### PARTNERSHIP

Our long-term client relationships have proven to be successful in that we know our clients' needs and can be proactive with interventions that positively impact their business.



## Leaders in Learning and Development Solutions since 1994

For three decades, we have dedicated ourselves to building strong client partnerships by tailoring and delivering Leadership and Teambuilding Solutions. Our goal is to cultivate a workplace where employees at all levels eagerly anticipate each workday.

We have garnered the trust of our clients by placing their unique learning and development needs at the forefront of our focus. Our dedication to achieving excellence is evident in our inventive approach to designing customized Leadership & Teambuilding Solutions such as our **NEW** Connections Leadership Journey and facilitating solutions through our valued partners such as John Wiley & Sons who offer on the edge Everything DiSC® solutions.

We not only aim to meet but to surpass our clients' expectations by fostering a mutually beneficial partnership grounded in trust.



*Denise McIntyre*

*Denise McIntyre, President and Founder*



Review the enclosed showcase of our solutions, visit our website at [www.thelearningedge.ca](http://www.thelearningedge.ca)  
Contact us at [info@thelearningedge.ca](mailto:info@thelearningedge.ca) or 1.866.987.2226



All our learning and development solutions are designed for virtual and in-person facilitation.

### The Learning Edge Is Committed To:

- ✔ Exploring ways to save you **time and money** in sourcing learning and development solutions.
- ✔ Identifying your specific needs and **customizing solutions** to realize your potential.
- ✔ Building a relationship with you so that on a long-term basis you have access to a **network of experienced facilitators and coaches**.
- ✔ **Minimizing your risk** in selecting a professional as we are fully conversant in each of our facilitators' and coaches' specific areas of expertise.
- ✔ **Researching** to bring you the most innovative solutions in the marketplace.
- ✔ **Sharing best practices** of how our solutions have been successfully applied in other organizations.
- ✔ Earning your **trust** with every interaction we have with you.





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## One Leadership Solution that Connects ALL Levels of Leaders



Proudly made in  
Canada



Connecting  
with  
**Yourself**

Connecting  
with  
**Your Team**

Connecting  
with  
**Others**

Connecting  
with  
**Your Culture**

**Connections Leadership Journey™** is an 8 module comprehensive approach to leadership development. This program focuses on the role of an authentic leader in connecting with team members through intentional communication, coaching, employee development, change and conflict management.

**Custom In-House Program for Organizations OR Open Enrolment Program for Individuals**

**Certificate Program | Classroom & Live Virtual | Flexible Design & Delivery**

### PROGRAM OBJECTIVES

- 💎 Explore the elements of Authentic leadership to build a strong, trust-based culture.
- 💎 Employ DiSC® assessments to gain insights about your talents in the workplace, and learn how to flex and adapt to meet the needs of team members.
- 💎 Understand how listening is instrumental in coaching and building trust. Explore how the pillars of engagement create a thriving culture.
- 💎 Balance results-driven leadership with relationships to build a high performing team using personal assessments for team effectiveness and The Five Behaviors® teambuilding program.
- 💎 Learn how to give clear, specific instructions, follow up with feedback and engage in a collaborative approach to employee development.
- 💎 Create a coaching mindset by employing practical coaching tools and processes to unleash the potential of each employee.
- 💎 Improve self-awareness using an Everything DiSC® Productive Conflict assessment to gain insights about what triggers you and to learn how to curb destructive behaviors so conflict becomes productive.
- 💎 Communicate change initiatives supported by a thriving culture that supports and inspires employees through the transition.

#### Participant Materials

*Available exclusively  
through The Learning Edge*

**Leader Guidebook:**  
Module Workbooks  
Journey Notebook  
Journey Markers

**Assessments:**  
Everything DiSC® Workplace (or Agile EQ)  
Productive Conflict  
The Five Behaviors Personal Development





## One Leadership Solution that Connects ALL Levels of Leaders

### Connections Leadership Journey™ Module Overview



#### EDGE on Authentic Leadership

EDGE on Authentic Leadership is designed to guide leaders through a series of stages that provide the leadership sweet spot of self-awareness, trust, challenges, and balance. Explore the foundational elements of practicing authentic leadership through a transformational process of growth and development that translates to effective leadership that builds high performing teams and strengthens cultures.



#### DiSC® Catalyst™ – Everyday Connections

A vital skill for leaders is to ensure team members' talents are utilized to their full potential. Everything DiSC® on Catalyst™ helps create a workplace culture that drives organizations forward. Learners develop a deeper understanding of themselves and others with a personalized assessment and single-access platform they can call on throughout their journey.

**Optional** – Agile EQ on Catalyst™ for learners who have experienced Workplace on Catalyst™. An emotionally intelligent workforce is vital in supporting a thriving culture. Agile EQ helps leaders read the emotional and interpersonal needs of a situation and respond accordingly. Explore effective ways to approach workplace interactions, navigate outside your comfort zone, and learn about customized strategies for building agility.



#### Listening to Inspire Engagement

Amid a turbulent business landscape, leaders are instrumental in creating an environment where employees are involved in, enthusiastic about, and committed to their work and workplace. By examining the pillars of engagement, this program takes a fresh look at employee engagement by focusing energies into transforming behaviors in the workplace. Leaders who listen are able to create trustworthy relationships where employees feel heard and understood.



#### Unleash the Power of Teamwork

It takes great leadership to build great teams. Teambuilding requires a continual process of building on team members' strengths, clarifying roles and responsibilities, setting goals, communicating, building trust, developing processes, and managing disagreements. Practical tools are shared for leaders to evaluate how their team is functioning, and develop strategies to course correct. Keep the team connected, whether they are working from home or in the office. Set clear intentions in your meeting agenda to balance time for results-driven focus with relationship-driven focus.



#### Maximizing Performance & Development

A majority of your day as a leader is spent either getting things done or sending requests to have other people get things done. To set the employee up for success you need to be skilled at giving crystal-clear instruction, so the employee understands, acts, and gets it right the first time. One of the pillars of employee engagement is employees knowing what their roles and responsibilities are. Using a collaborative approach engage employees in their own development by providing a practical tool for employees to share their level of expertise in their area of responsibility and aligning this with what they need from you as a leader.



#### EASE of Coaching

Developing quality talent from within is the secret ingredient for leaders to retain engaged employees and stay competitive. Leaders build relationships of trust when they support employees to be all they can be. Coaching from everyday feedback, to one-on-one scheduled meetings for support & career development to positive discipline are integral to the fabric of a learning culture. Leaders who are directly involved in coaching benefit from using practical coaching tools and processes to unleash the potential of each employee. When leaders coach employees, they become confident and motivated, which leads to higher performance, productivity, and employee engagement.



*Continued on next page...*





One Leadership Solution that Connects ALL Levels of Leaders

## Connections Leadership Journey™ Module Overview

-  **Sparkling Empathy with Productive Conflict**  
Workplace conflict is inevitable. Using a personalized assessment, Everything DiSC® Productive Conflict helps learners improve self-awareness around conflict behaviors. Rather than focus on a step-by-step process for conflict resolution, Everything DiSC® Productive Conflict helps leaders curb destructive behaviors so that conflict can become more productive, ultimately improving workplace results and relationships.
-  **Navigating Change in a Thriving Culture**  
Leaders of all levels in an organization are involved in managing change. As a leader responsible for leading change you need to gauge your openness to change as your employees will be more likely to adapt to changes you support. Consider a proven model to use to guide yourself and employees through the internal transition that follows external change. Using a staged approach to communicating and managing change you can be prepared to set clear milestones and monitor progress towards achieving a successful change initiative. To support change initiatives a thriving culture is examined and created to ensure your personal and organization pillars and values are evident in actions and words.



One leadership solution that connects ALL levels of leaders.

Connecting  
with  
**Yourself**

Connecting  
with  
**Your Team**

Connecting  
with  
**Others**

Connecting  
with  
**Your Culture**





## One Leadership Solution that Connects ALL Levels of Leaders

### What Leaders are Saying!



**Shanti Samaroo, Chief Financial Officer, Atlantic Edge Credit Union**



"I'll take the opportunity now to express much appreciation and thanks for the valuable learnings and tools provided from the program. It's been a great few weeks being authentic and vulnerable, with a lot of self-reflection on what I can do differently to recognize and demonstrate successes and accomplishments of my team (individually and together) as well as how to address areas of improvement in more positive, effective and impactful way, all while being more self-aware in the journey ahead."



**Dana Richardson, Support Services Analyst, 3sHealth**



"An incredibly valuable course over all - having leaders in various stages of their own journey, from different areas/employers/fields was incredibly beneficial, in addition to the very well-presented educational materials. Would absolutely recommend to anyone and everyone!"



**Tonya Blakley, Independent Leadership Facilitator**



"I have recently completed the Connections Leadership Journey™ and I cannot say enough about it. I have been working with Denise and her team for over twenty-five years now and had great success with all her programs, but the Connections Leadership Journey™ blows them all out of the water. This program is incredibly valuable, whether you are starting your leadership journey or whether like me you've been in leadership for many years. Not only do you get to connect with leaders across the country but also the program offers incredible tools that you can start applying into your leadership right away. The change models and questions to ask when you have one on one meetings with your team and so much more. If you are considering taking the Connections Leadership Journey™, I would highly recommend it!"



**Amanda Leibel, Weyburn Credit Union**



"I am very grateful that my organization invested in this program for me. I have learnt so much from the facilitators as well as the participants. I have just started my leadership journey and this content in this course was a great learning tool and resource for the kind of leader I want to be."



**Carl Havixbeck, Prairie Agricultural Machinery Institute**



"I have taken many courses for The Learning Edge, and as expected, this course is full of useful tools you can apply the moment you leave the classroom. All their courses are well organized and presented. The Learning Edge always provides great materials that can be referenced whenever needed taking their courses. The staff at The Learning Edge are always very professional and engaging. Connections Leadership Journey has something for every attendee, whether a team member looking to grow as an individual, a newer leader, or a leader with many years of experience. It provides methods to understand more about yourself so you can become a stronger team player, as well as ways to interact with those around you to become a stronger, more productive team. I would recommend this course for any person, on any team, regardless of size, experience or industry."







Develop talent and build a stronger workforce.

## The PROFILOR® Family of 360 Instruments

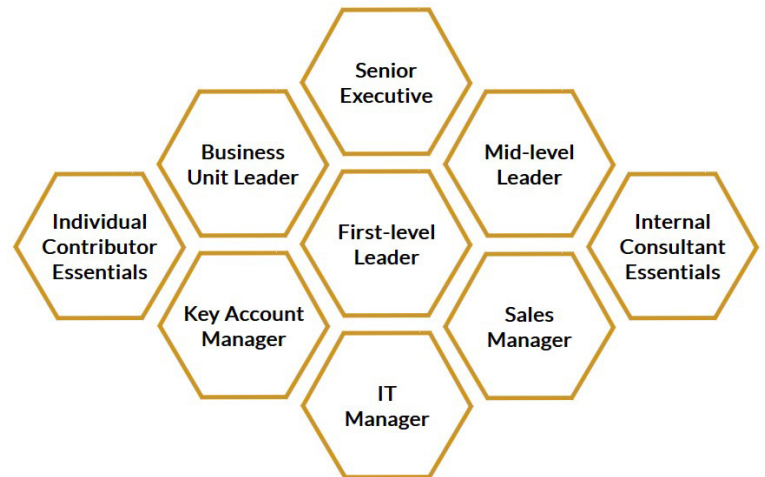
### THE PROFILOR® 360 FEEDBACK

Develop talent and build a stronger workforce. The PROFILOR® Family of 360 Instruments are the most widely used multi-rater assessments for individual and organization development. Researched-based and relevant to the demands of today's global workforce, measure the competencies and behaviors critical for success. Both individuals and organizations benefit from the insights and can take action on their development journey.

# The PROFILOR®

### A CLOSER LOOK AT THE PROFILOR® 360

The nine PROFILOR® models provide your company with a collection of assessments to meet a variety of business needs including skill building, coaching, and succession planning. The most popular PROFILOR® models are available in 11 languages, include global norms, and have development suggestions to jumpstart learning.



### INVESTING IN LEADERSHIP DEVELOPMENT

Development isn't an event, it's a journey. The PROFILOR® Development Series provides tools to create insight, prioritize development, and facilitate action. Invest in the future with The PROFILOR® Development Series and build a more productive workforce and greater organizational success.

### THE PROFILOR® PROGRESS CHECK

An automated, system generated, email invitation is sent to participants 6 months after the baseline 360 administration. As a follow up to The PROFILOR® 360 feedback, The PROFILOR® Progress Check is a 360 that gathers information on up to 10 items that an individual selects as their development priorities. Measuring both development effort and level of improvement, Progress Check lets a person know if their development efforts are recognized by colleagues and if they are improving. Progress Check helps individuals stay on track, make course corrections, and celebrate success in their development journey.

The PROFILOR®   
**FEEDBACK**  
for development

The PROFILOR®   
**PROGRESS**  
check





Develop talent and build a stronger workforce.

## The PROFILOR® Family of 360 Instruments

### CUSTOMIZING THE PROFILOR® 360

Already invested in a competency model but need to create a 360 assessment?  
The PROFILOR® is easily customizable to align with your competencies.

Competency	Self	Manager	Peers	Direct Reports
1. Inspire Trust	1.00	1.00	1.00	1.00
2. Use Astute Judgement	1.00	1.00	1.00	1.00
3. Think Strategically	1.00	1.00	1.00	1.00
4. Innovate	1.00	1.00	1.00	1.00
5. Apply Financial Acumen	1.00	1.00	1.00	1.00
6. Display Global Perspective	1.00	1.00	1.00	1.00
7. Build Relationships	1.00	1.00	1.00	1.00
8. Build Talent	1.00	1.00	1.00	1.00
9. Promote Collaboration	1.00	1.00	1.00	1.00
10. Engage & Inspire	1.00	1.00	1.00	1.00
11. Influence Others	1.00	1.00	1.00	1.00
12. Ensure Execution	1.00	1.00	1.00	1.00
13. Drive for Results	1.00	1.00	1.00	1.00
14. Lead Courageously	1.00	1.00	1.00	1.00
15. Focus on Customers	1.00	1.00	1.00	1.00
16. Adapt & Learn	1.00	1.00	1.00	1.00

### BUSINESS UNIT LEADER



#### Audience:

Leaders with full responsibility for a P&L unit, managing multiple functions (e.g., General Manager, Managing Director, Business Unit Leader, Country Manager; P&L Leader).

#### Perspectives:

Self, Primary Manager, Secondary Manager (up to 2), Direct Report, Peer, Other

#### Languages:

11 Languages - Chinese (Simplified), Dutch, English (British), English (US), French, German, Italian, Japanese, Portuguese (Brazilian), Spanish, Swedish

#### Norms:

**Individual License Model Norm:** Global

**Organization License Model Norms:** North America

#### Development Suggestions:

No development suggestions available





Unlock the Potential of your People and the Power of your Culture with Everything DiSC®

## Everything DiSC® Assessments + Catalyst™

Everything DiSC® is a personal development learning experience that measures preferences and tendencies based on the DiSC® model.

This simple yet powerful model describes four basic styles: D, i, S, and C, and serves as the foundation for the suite of Everything DiSC® Solutions.

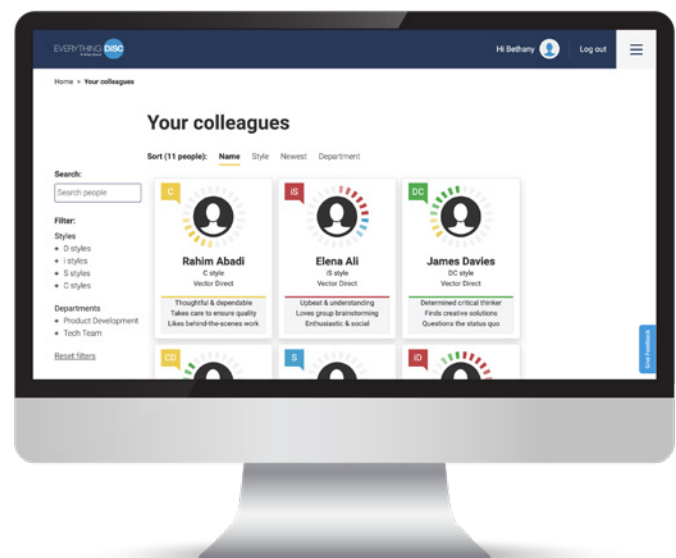
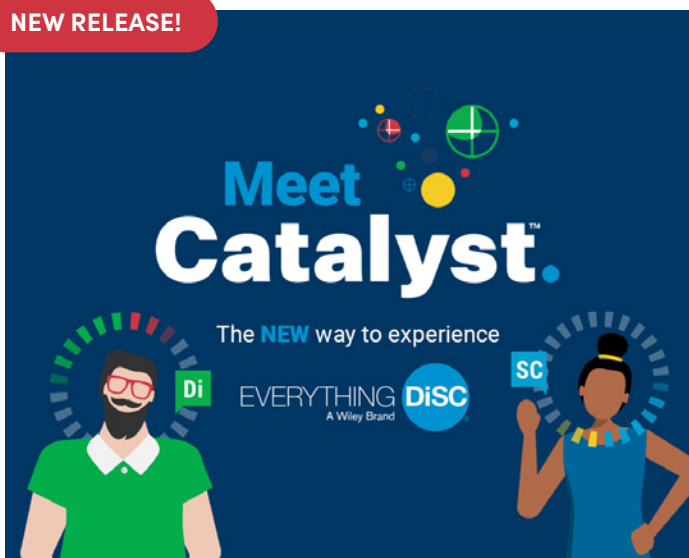
Assessments may be accessed autonomously through client EPIC accounts.



## Everything you love about DiSC® + more through the Catalyst™ Platform

Catalyst is a personalized, learning platform that acts as a single access point throughout a learner's DiSC® journey. Designed to support instructor-led facilitation or for individual exploration. Catalyst helps shape an organization's culture by integrating DiSC® into the flow of work and ensuring takeaways are readily applied.

NEW RELEASE!





## The First Step to getting started with DiSC® is having your own EPIC Account Electronic Profile Information Center

The Learning Edge is pleased to offer you the opportunity to have an EPIC Account setup electronically. Wiley is the leading provider of instrument-based learning systems and resources and now offers clients a convenient way to process the DiSC® profiles.



### ADVANTAGES TO HAVING YOUR OWN EPIC ACCOUNT:

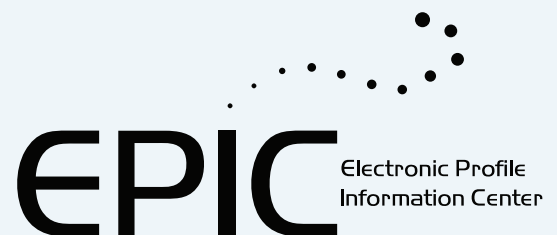
- Assign and generate just in time profiles for **training or recruiting**.
- Easily generate **Team Views** to look at the DiSC® styles of everyone on a team or in your entire organization.
- Assess the DiSC® culture of your organization and how it has an impact on **performance**.
- **Quick access** to purchase credits from The Learning Edge needed to assign DiSC® profiles.
- When specific needs are identified during Performance Reviews, the EPIC Account has **many solutions** that may be a good fit.
- Learn about the **Facilitation Kits** that are available so that training sessions can be facilitated by your own trainers or have a facilitator from The Learning Edge work with you.
- Incorporate one of the profiles in your existing **training programs**.
- **24/7 online access** to become familiar with the EPIC system and each of the solutions at a time that is convenient for you.
- Whenever there are updates to any of the products, EPIC Account holders are the **first to know!**
- Wiley occasionally requests clients to participate in a Pilot test of a new product. These are great opportunities to **get training at no cost**. Preference is always given to our EPIC Account clients.



### TRAINING TO USE YOUR EPIC ACCOUNT

The Learning Edge provides training to help you navigate your way through this very intuitive EPIC system.

1. We provide virtual training materials to help you navigate the platform.
2. Ongoing Support is available from The Learning Edge following the training.





Spark meaningful culture change by empowering people to engage, connect and thrive

## Everything DiSC® Workplace on Catalyst™

The Everything DiSC® Workplace on Catalyst™ program helps build better relationships one relationship at a time. The Workplace program is the recommended base DiSC® experience as the profile can be used with everyone in an organization, regardless of title or role, to improve the quality of the workplace and introduce the language of DiSC®. Participants learn to understand and appreciate the styles of the people they work with. The result is more effective and productive working relationships.

### SESSION OBJECTIVES

#### Your DiSC Style

- The basics of the DiSC® model
- Your DiSC® style
- What your style says about you

#### What Drives You

- Your workplace priorities
- Your workplace motivators
- Your workplace stressors

#### You & Other Styles

- The workplace priorities of other styles
- How well you might relate to those priorities
- Your similarities and differences

#### Build Better Relationships

- How to be more effective with each DiSC® style
- How to solve problems when working with each DiSC® style
- How to manage tension with each DiSC® style

*"This course will build on both work and home life!"*

*Dave Misir – Seven Oaks School Division*

### WHY DO ORGANIZATIONS USE THIS PROGRAM?

Organizations use the Everything DiSC® Workplace on Catalyst™ Program to help employees understand the DiSC® model of human behavior – “why people do what they do”. Each of us has developed a distinct way of thinking, feeling and acting – this becomes our behavioral style. The Everything DiSC® Workplace on Catalyst™ Program is a half or full day session that demonstrates to each participant their own personalized DiSC® style and also teaches them how to recognize the behavior style of others.

EVERYTHING DiSC  
A Wiley Brand

#### Program Materials:

This session includes a personalized Everything DiSC® Workplace on Catalyst™ Profile, and training materials for each participant.

Participants complete their assessment through the Catalyst platform – an online portal for a learner's DiSC® journey. Participants can view their DiSC® Workplace Profile, view their team, and compare with colleagues in real-time.

If required, a demo of the Catalyst platform may be provided to participants.







## Continue Your DiSC Journey with Everything DiSC® Agile EQ on Catalyst™

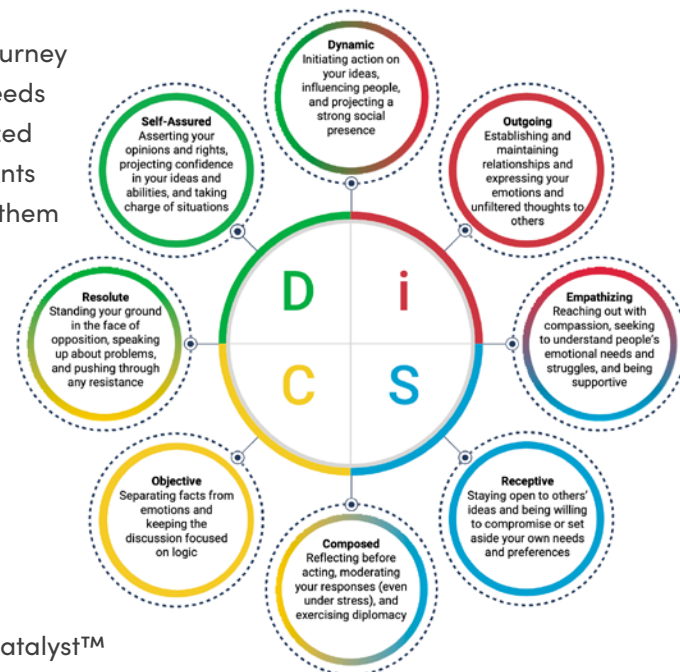
### Everything DiSC® Agile EQ on Catalyst™



The Everything DiSC® Agile EQ on Catalyst™ continues the DiSC® journey by teaching participants to read the emotional and interpersonal needs of a situation and respond accordingly. By combining the personalized insights of DiSC® with emotional intelligence development, participants discover an agile approach to workplace interactions, empowering them to meet the demands of any situation.

#### The Agile EQ Mindsets

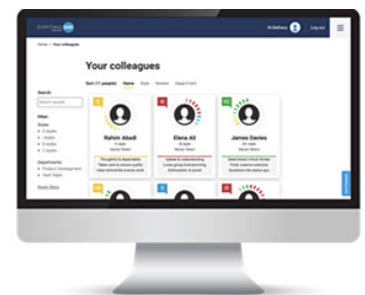
The program introduces participants to their instinctive **mindsets** that shape their responses and interactions. Participants recognize opportunities to stretch beyond what comes naturally to them and gain actionable strategies to become more agile in their approach to social and emotional situations.



#### Program Materials

This session includes a personalized Everything DiSC® Agile EQ on Catalyst™ Profile, and training materials for each participant.

Learners continue their DiSC® journey through the Catalyst platform. If learners have completed the base DiSC® experience "Workplace on Catalyst", the Agile EQ profile is unlocked in their Catalyst account and no additional assessment is required. Through this online portal, learners can view their Agile EQ profile, view their team, and compare with colleagues in real-time.



If required, a demo of the Catalyst platform may be provided to participants.



#### Your EQ Strengths

Discover the instinctive mindsets that shape your responses and interactions.



#### Beyond Your Comfort Zone

Recognize opportunities to stretch beyond what comes naturally to you.



#### Develop Your EQ

Take action to become more agile in your approach to social and emotional situations.





Harness the power of conflict by transforming destructive behavior into productive responses

## Everything DiSC® Productive Conflict

**Everything DiSC® Productive Conflict** transforms uncomfortable encounters into stronger relationships.

Workplace conflict is inevitable. **Everything DiSC® Productive Conflict** helps learners improve self-awareness around conflict behaviors. Rather than focus on a step-by-step process for conflict resolution, **Everything DiSC® Productive Conflict** helps learners curb destructive behaviors so that conflict can become more productive, ultimately improving workplace results and relationships.



By increasing self-awareness around conflict behaviors, **Everything DiSC® Productive Conflict** helps learners effectively respond to the uncomfortable and unavoidable challenges of workplace conflict.

### SESSION OBJECTIVES

- Explore the destructive and productive conflict behaviors of each DiSC® style.
- Understand how to manage their response to conflict situations.
- Discover communication strategies when engaging in productive conflict with colleagues.



### KEY FEATURES



#### Customizable

Online tailoring options make it easy to remove or rearrange pages, customize the Profile title, or print select sections.



#### Existing Data

If learners have existing data from previous DiSC® assessment that data can be used with Everything DiSC® Productive Conflict Profile.



#### Your DiSC® Style in Conflict

The Profile contains highly personalized information that is specific to a participant's responses to the assessment and to their corresponding DiSC® style.



#### Why do I do This?

Learners discover the reasons behind destructive responses to conflict. This valuable information can also relate to conflict in non-work settings.



#### Changing Your Response

With strategies to curb destructive responses, learners discover how to step back and re-frame productive responses to conflict situations.





Provide Salespeople with the Skills to adapt to Customers' Preferences and Expectations

## Everything DiSC® Sales

A practical one-day sales program helps salespeople connect better with their customers by understanding their DiSC® style and adapting their style to meet their customers' needs. Through modular facilitation, engaging videos and interactive activities, salespeople will discover their unique strengths and limitations. **Everything DiSC® Sales** can convince even experienced salespeople that they can become more effective at their jobs.

Sales people also get unlimited access to Everything DiSC® Customer Interaction Maps to help them adapt to real-world customers.



### SESSION OBJECTIVES

- Understand your DiSC® sales style.
- Learn to recognize and understand customer buying styles.
- Learn to flex and adapt your sales style to your customer's buying style.



*"What if your customers had their needs written all over them?"*

### PROGRAM MATERIALS

#### Everything DiSC® Sales Profile

23-page sales-specific profile that helps salespeople understand themselves, their customers, and their relationships.

#### Everything DiSC® Sales Customer Interaction Maps

The perfect personalized cheat sheets to prepare for sales calls! These one-page follow-up reports help salespeople adapt their style to meet the needs of a real-life customer by comparing their selling style to the customer's buying style.







## Teach Managers to Successful Engage, Motivate and Develop their People Everything DiSC® Management on Catalyst™



**Everything DiSC® Management on Catalyst™** is a personalized learning experience proven to increase the effectiveness of anyone in a management role. Participants deepen their understanding of themselves, their direct reports, and their own managers using the DiSC® model, while learning how their management style influences their approach to decision-making, time management, and problem solving.

Participants gain concrete strategies to help them adapt to the style of their direct reports, enabling them to bring out the best in their people, no matter where they are.

In this interactive one day Everything DiSC® Management on Catalyst™ session, managers will learn how to bring out the best in each of their employees. Managers will learn how to read the DiSC® style of their employees and adapt their own style to manage and delegate more effectively. This program is designed as a next step in the process of employing Everything DiSC® Workplace with all direct reports.

### SESSION OBJECTIVES

- Understand your DiSC® Management style.
- Learn to direct and delegate more effectively.
- Develop techniques to improve employee motivation.
- Encourage employee development.
- Enhance your working relationship with your manager.



# Catalyst.™

### PROGRAM MATERIALS

#### Everything DiSC® Management on Catalyst™ Profile

26-page management-specific profile designed to help managers understand themselves, their direct reports, and improve their relationship with their Manager.





## Raise The Bar For More Effective Strategic Leadership

### Everything DiSC® Work of Leaders

The work that leaders do – the work that really matters – is boiled down to three areas: crafting a vision, building alignment, and championing execution. They strike a cord that turns the goal of leadership into tangible steps.

The Work of Leaders is for all supervisors, managers and leaders who wish to **enhance their strategic leadership skills**. It is about creating a strategic mindset that focuses on the big picture, rallying people together to achieve a vision, and ensuring plans are executed. This can be done at a team, department or organizational level.



The Work of Leaders is a 1-2 day session that takes each participant through an inventory of their strengths, and teaches them how to move from a management to a leadership mindset. Participants will leave with a book that will serve as a road map to realizing their potential as strategic leaders.



#### CRAFTING A VISION

#### BUILDING ALIGNMENT

#### CHAMPIONING EXECUTION

### SESSION OBJECTIVES

- Study the behaviors necessary to demonstrate capability in each of the 3 components of strategic leadership.
- Assess your individual strengths in the areas of Vision, Alignment & Execution through the Work of Leaders profile.
- View the strengths and gaps from the team's perspective.
- Analyze past situations/projects to explore how these three leadership areas have been employed.
- Build a more cohesive team by discussing how the team responds to different situations in the workplace.
- Learn how each of the team member's strengths are best utilized in the team environment.

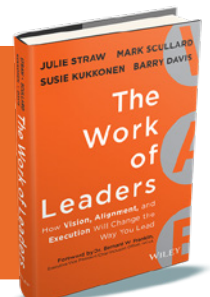
### PROGRAM MATERIALS

**The Work of Leaders Assessment** examines leadership from the perspective of the relationship from one to many and focuses on concrete steps directed at leading an organization or group towards desired outcomes. DiSC is incorporated to stimulate fresh insight and dialogue around leadership styles regardless of the leader's knowledge or experience. **Everything DiSC® Work of Leaders** helps leaders take action with personalized tips and strategies that provide clear direction and are easily applied. Context-specific feedback and developmental steps, along with helpful case-in-point narratives reveal how progress can play out in real business situations.

#### The Work of Leaders Book

A culmination of six years of research and development, the Work of Leaders interweaves humor and drawing from real-world scenarios that distills leadership best practices into a simple and compelling process that helps leaders at all levels get immediate results.

**Foreword by Denise McIntyre, President and Founder of The Learning Edge.**





## Develop And Maintain High Performing Teams

### Unleash the Power of Teamwork

It takes great leadership to build great teams. Teambuilding requires a continual process of building on team members' strengths, clarifying roles and responsibilities, setting goals, communicating, building trust, developing processes, and managing disagreements.

Organizations and teams are embracing a hybrid workplace model and teams working virtually. A recent Willey Workplace Learning Solutions survey released revealed a gap in teamwork skills for virtual teams that is negatively impacting the effectiveness of teams (The Five Behaviours, 2021). Organizations that invest in providing teamwork skills will have a tremendous advantage on team effectiveness, employee engagement, and retaining talent.



Unleash the Power of Teamwork program provides practical tools to evaluate how the team is functioning and develop strategies to course correct. Participants experience activities designed to work through inefficiencies, develop a positive group dynamic and a sense of trust among team members by completing The Five Behaviors Personal Development.

## SESSION OBJECTIVES

### The Changing Team Landscape

- Recognize the change in how teams work.
- Realize the impact of the changing team landscape on your organization and its people.
- Consider the impact of the changing team landscape on you as a team leader.

### Experience The Five Behaviors of a Cohesive Team™ – Personal Development

- Learn the Five Behaviors of a Cohesive Team™.
- Gain insights on your personal strengths in the Five Behaviors of a Cohesive Team™.
- Predict your team's strengths in the Five Behaviors of a Cohesive Team™.

### Resource Workbook

- Benchmark your team's development progress.
- Evaluate the characteristics of your team.
- Assess the effectiveness of your team.
- Leverage team strengths.

### Benefits to Bringing Your Team Together

Team members gain a new appreciation of how teamwork and collaboration can help them achieve their goals. The outcome of the session is a **unified, motivated and focused team**.





## Build a Cohesive Team That Drives Results

### The Five Behaviors® Team Development

#### The Five Behaviors® Will Transform Your Teams.

In the modern workplace, our environments are in constant flux. As a result, it can feel downright impossible to develop a truly cohesive team. The truth: teams rarely hit their collaborative peak and potential unconsciously.

Even teams producing generally good results may be burdened with disengagement, lack of cohesion, or non-productive conflict. When your team's productivity falters, it's often difficult to pinpoint the source of concern. Even when you spot a few early warning signs before any serious drop in productivity, it's often tempting to focus on those specific situations or individual interactions instead of addressing the real work of building a great team dynamic from the ground up, the right way.

With the right framework, developing and practicing teamwork comes consistently, and relationships thrive—taking your organization to the next level. **The Five Behaviors® Team Development can transform your perspective and the way you team.**



89% of The Five Behaviors learners say it improved their team's effectiveness.

#### The Five Behaviors® Model

Based on the work of Patrick Lencioni's international best-seller, *The Five Dysfunctions of a Team*, The Five Behaviors® Team Development transforms intact teams through The Five Behaviors model of Trust, Conflict, Commitment, Accountability, and Results to drive team effectiveness and productivity. To be truly cohesive, we must:

- ▲ **TRUST One Another**  
When team members are genuinely transparent and honest with one another, they are able to build vulnerability-based trust.
- ▲ **Engage CONFLICT Around Ideas**  
When team members build a foundation of vulnerability-based trust, they are able to engage in unfiltered, constructive debate of ideas.
- ▲ **COMMIT to Decisions**  
When team members are able to offer opinions and debate ideas, they will be more likely to commit to decisions.
- ▲ **Hold One Another ACCOUNTABLE**  
When everyone is committed to a clear plan of action, they will be more willing to hold one another accountable.
- ▲ **Focus on Achieving Collective RESULTS**  
The ultimate goal of building greater trust, conflict, commitment, and accountability is one thing: the achievement of results.

**TEAMWORK** – The single most untapped competitive advantage.





## Build a Culture of Teamwork That Drives Results

### The Five Behaviors® **Personal Development**

#### It's time for a new approach to **teamwork**.

The Five Behaviors® Personal Development is the result of a partnership between Wiley and best-selling author Patrick Lencioni. This solution teaches individuals to become better teammates by integrating the model from Lencioni's book, *The Five Dysfunctions of a Team*, at the organizational level.

This powerful virtual or in-person experience assesses an individual's approach to teamwork, provides personalized insights on how they can more effectively work with others, and teaches participants the critical behaviors and interpersonal skills needed to work together effectively.

The result is a unique and impactful team development solution that empowers individuals to rethink their approach to teamwork, shape new, more productive behaviors to increase productivity, and create a common language that completely redefines what it means to work together to build a culture of teamwork.



#### How Does The Five Behaviors® Personal Development Work?



##### The Model

The Five Behaviors model takes the form of a pyramid, with each behavior serving as a foundation for the next. Simple, sound, and straightforward — you can't have one behavior without the others in place to support it first.



##### The Assessment

The Five Behaviors offers adaptive, research-validated testing through a personality assessment.



##### The Profile

After taking the assessment, participants receive a precise, personalized profile that deepens their understanding of self, work style, and others in their organization.



##### The Facilitation

The experience is completed through a half-day training session, led by a trained Five Behaviors expert. This session includes a walkthrough of the Personal Development profile, breakout activities, and group discussion.



The Five Behaviors Model



Participants receive results in the form of a **personalized profile** combined with a **powerful virtual or classroom learning experience** that ensures a positive and lasting transformation to the team dynamic.







## Everything DiSC® Solutions

### Everything DiSC® Train the Trainer

The Learning Edge is pleased to offer the Everything DiSC® Train the Trainer program to ensure your organization experiences all that Everything DiSC® has to offer.

Train the Trainer includes both an overview of the Everything DiSC® solutions suite and The Learning Edge's **"Beyond the Kit"** facilitation materials and shared best practices. The purchase of a Wiley DiSC® Facilitation Kit is also required for your organization.



## PROGRAM OBJECTIVES

- **Experience** the Everything DiSC® assessment process, receive personalized profiles, and apply the profiles to real-world scenarios.
- **Go deeper** with DiSC® theory and research so that you feel confident to answer common questions in training sessions.
- Get a high-level **overview** of the Everything DiSC® facilitation materials and how to use the tools to meet the needs of your company.
- **Receive** The Learning Edge's training materials, activities and best practices. These have been designed and tested by The Learning Edge, enabling us to provide you with the very best delivery model for Everything DiSC® so you can achieve the best results on a go-forward basis. These additional resources go "beyond the kit".
- **Learn** how to keep the Everything DiSC® language alive by creating a culture of DiSC®
- **Follow-up** and continued support/coaching from The Learning Edge's team.
- Upon successful completion of the course, receive a **certificate**.

### Course Requirements

Own a Wiley Everything DiSC® Workplace Facilitator Kit. Participated in a facilitated DiSC® Seminar recommended.

### Time Commitment

Approximately 20 hours of combined pre/ in-house/ post-training work.

### EPIC Account (Optional)

Access to your own Electronic Profile Information Centre.

 Learn about the Catalyst™ platform throughout the program, including how to navigate the platform and ways to utilize it within your organization.

# Catalyst™

## What Sunrise Credit Union Says About Everything DiSC® Train the Trainer

"The Everything DiSC Train the Trainer Program was an informative and valuable learning experience, to say the least! Denise was excellent in guiding us through the lessons and even gave us extra tips and tricks on how to be truly effective facilitators. The Beyond The Kit is a wonderful resource that we continue to use in the facilitation of our staff. The ongoing follow-up and support from The Learning Edge team is fantastic. They are always available for questions and you never feel like you are on your own."

Lendon Green - Sunrise Credit Union



Create a Culture of Teamwork & Collaboration

## Five Behaviors of a Cohesive Team® Virtual Accreditation



This intensive five-week blended learning course will prepare you to more effectively facilitate The Five Behaviors of a Cohesive Team® powered by Everything DiSC® profile and program, including how to create and deliver a custom program.

The self-directed online work includes interactive activities to help absorb the principles of The Five Behaviors® model. During the live sessions, you will practice facilitating activities with small groups and explore challenging “what-if” scenarios that could come up during programs. The Five Behaviors® Facilitator Accreditation will give you the tools and confidence you need to master this amazing program—no matter what a team brings to the room.

### COURSE REQUIREMENTS

- The Five Behaviors of a Cohesive Team® Facilitator Kit is required and is sold separately from the virtual accreditation.
- By registering for this event, you are committing to completing all online learning activities and attending five, 90-minute live virtual-classroom sessions.

### REGISTRATION

Please contact The Learning Edge for Wiley's upcoming accreditation program dates.





Your leadership development solution for ALL levels of leadership!

## Connections Leadership Journey™ Facilitator Certification

Would you like to lead an impactful, highly interactive, comprehensive leadership development program for your organization? Are you someone who genuinely cares about helping others achieve their best? Does your organization need leadership training on a large scale? If so, we invite you to consider certification in Connections Leadership Journey™.



### PROGRAM OBJECTIVES

- Have access to virtual and classroom tools.
- Learn best practices by participating in a program facilitated by Master Facilitators.
- Become fully conversant in the 8 modules of program content, including workbooks, slides, & facilitator guides.
- Understand how each of the modules complement each other and learn how to customize a solution.
- Be positioned to facilitate Connections Leadership Journey™ for all levels of leaders in an organization that has invested in a complete Connections Leadership Journey™ facilitation kit.
- Receive feedback on their facilitation skills and gain more clarity about the content through this process.

Connections Leadership Journey™ Facilitator Certification is a complete turnkey solution for your leadership development training needs, here is what is included in your Certification:





Your leadership development solution for ALL levels of leadership!

## Connections Leadership Journey™ Facilitator Certification

A 3 Session Live Virtual Facilitator Certification, The Learning Edge will provide insights and best practices in preparing you for a successful delivery of the Connections Leadership Journey™ Program.

Session 1	Session 2	Session 3	Session 3
The Learning Edge presents Connections Leadership Journey™ Best Practices	Facilitator(s) present assigned segments of Connections Leadership Journey™	Facilitator(s) present assigned segments of Connections Leadership Journey™	Presentation of <b>Connections Leadership Journey™ Certification</b>



OUR Connections Leadership Journey™ can be  
YOUR leadership development solution for **ALL** levels of leaders!

### CERTIFICATION PROCESS

1

#### Complete the program requirements. (3 Days)

- Attend The Learning Edge's Everything DiSC® Train the Trainer Program and own an Everything DiSC® Workplace Kit (traditional or Catalyst). You may wish to schedule an in-house DiSC® Train the Trainer program or attend an open enrolment program.
- Access to your own EPIC Account (can be purchased if you do not yet own an EPIC Account).

2

#### Attend Connections Leadership Journey™ as a participant (8 Days + Certificate Presentation)

- Facilitators attend Connections Leadership Journey™ as a participant to understand the content and participant experience. You may wish to schedule an in-house pilot program to evaluate the program prior to committing to certification. Alternatively, you may participate in an open enrolment program with leaders from other organizations.

3

#### Connections Leadership Journey™ Certification (3 Sessions)

- Facilitators have access to their organization's Connections Leadership Journey™ Facilitation Kit (Slides, Facilitator Guides, Resources, Templates, and Activities).
- Facilitators will have the opportunity to facilitate important concepts from each module.
- A Master Connections Leadership Journey™ Facilitator will provide in-depth feedback to every trainer as they facilitate to ensure the content is understood and delivered as intended.







We all want to be valued members of a winning team on an inspiring mission.

## Employee Engagement Surveys by **ACTIVATE** HUMAN CAPITAL GROUP

### WHAT IS ENGAGEMENT?

1. A measure of employee commitment to going **ABOVE & BEYOND** for their organization, team, & customers.
2. Something we can **MEASURE** and continually **IMPROVE** over time.
3. A metric we can use to predict retention, productivity, profitability, & safety.

### WHAT'S THE ROI?

1. **37% LESS** absenteeism.
2. **20% MORE** profitability.
3. **65% HIGHER** Employee Retention.
4. **STRONGER** Customer Relationships.
5. A team that's **EASIER** and **MORE FUN** to manage.



**Actively Disengaged** employees were

**9 TIMES**  
as likely to leave  
their positions



**Fully Engaged** employees are

**4 TIMES**  
more likely to stay in their  
positions

### HOW DOES IT WORK?

1. Best practice is to leverage a 3<sup>rd</sup> party partner and a proven set of survey items that are scientifically linked to the outcomes we want to see as owners. This ensures employee confidentiality, candor, and a return on the investment.
2. Activate Human Capital Group has developed an **award-winning, scientifically-validated survey** that has proven effective in 34 languages across 49 countries.
3. Employees invest less than 5 minutes to complete the survey. Responses are aggregated into **team scorecards** with clear recommendations so each team can affect engagement from the bottom up.
4. Meanwhile, **leaders will receive a heatmap** of engagement scores across the organization and coaching support to help them focus on the few but timely organization-wide improvements that can be made.

### ABOUT ACTIVATE HUMAN CAPITAL GROUP

Activate Human Capital Group is passionate about measurement with a purpose, focusing on clear, data-driven actions that have the most significant bottom-line impact. That ranges from ensuring that you have the right people in the right seats to helping you develop, engage, and retain great people who act as ambassadors for your brand.

Our "why" is **Better Work, Better World**. The last 30 years of data shows us that engaged employees perform better, stay longer, and deliver at a higher level for their internal and external customers. That's a given and makes engagement efforts great investments for organizations. That said, the gains are mutually beneficial. Employees who are engaged and placed in the right roles **THRIVE**. Their work gives them energy rather than zapping it. They leave work with energy reserves to support their families, communities, and physical wellbeing. That's what Better Work, Better World is all about.





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### What Masonite Says About DiSC®

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I have had the pleasure of working with Denise for several years and with multiple teams that I have managed in different industries. Denise is a very skilled facilitator who is able to quickly identify strengths within teams that can be built upon to help bolster exceptional results and at the same time put her finger on what is getting in the way of success. She brings a positive dynamism to every session she runs. She is able to draw out examples that are relevant to the audience and help ground the material. She is a quick and adept student of human behavior and leveraging DiSC®, is able to help people at varying levels of organizations identify their strengths and blind spots so they can be their best. This has created a language in the organizations I work in so that our teams can help each other truly be their best. I have also had the privilege of working with Denise on leadership development. She is so incredibly astute at helping leaders leverage their greatest assets and personal style to truly deliver the best to their teams.

**Jennifer McGill - General Manager, Masonite**

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### What Queen's University Says About Connections Leadership Journey™

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I found The Learning Edge by chance or maybe it was divine intervention. The service and support provided by Denise and Seana is second to none. I just completed the Connections Leadership Journey™, and I went into this program with extremely high hopes and mainly to investigate if it would be a viable solution for our leadership team development. This program exceeded every expectation that I had. From the quotes to the personal assessment to the tools, everything covered has been useful and I was able to put a lot of what I learnt into action right away. The tools are easy to remember, I am constantly reminded about the tolerate, celebrate, and demonstrate. Listen, acknowledge, and ask. Characteristics of a high performing team. The pace of the program is great and the connections and learnings from other leaders in the program has also been fantastic.

**Deanna Bennett - Executive Director, Queen's University**

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### What Affinity Credit Union Says About Our Leadership Solutions

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In early 2019, we engaged with Denise McIntyre from the Learning Edge to help us brainstorm and map out a solution for our leadership excellence journey. She spent a day with us gathering information, listening to our needs and brainstorming various scenarios in how we could approach this very important work. During this conversation, I felt Denise had Affinity's highest interest top of mind – she was genuinely committed to us finding the right solution.

Once we made our decision to move forward with Connections Leadership Journey™ and Front Line Leadership, Denise and her team became a trusted partner with us. The Learning Edge worked closely with Affinity to ensure our leaders had an exceptional learning experience. Our employees embraced and appreciated all the knowledge, skills and experience Denise brought when facilitating the leadership workshops.

**Laurie Smith - Talent Development Manager, Affinity Credit Union**





## What Weyburn Credit Union Says About Connections Leadership Journey™

"Completing the Connections Leadership Journey (CLJ) marks the second program that I have been opportune to go through with The Learning Edge. I am grateful for the learning and the growth that I underwent -- I am already witnessing the effects of it within myself. I highly recommend the CLJ as it takes you through a total experience where you start by learning and connecting with yourself, then your team, your organization, and beyond. With CLJ, you are certain to take away lessons and connections with likeminded professionals that will last for years to come!"

**Ola Fasuba, Weyburn Credit Union**

"The Learning Edge has intentionally and thoughtfully curated the remarkable program that is, Open-Enrolment Connections Leadership Journey. I am so grateful for the opportunity to embark on this journey and all the knowledge I have gained. This journey has allowed me to connect with myself and those surrounding me in ways I wouldn't have been able to do before. This is a high impact program with endless amounts of actionable, thought-provoking, and inspirational content. I would encourage anyone to use this as the next courageous step in their own leadership journey."

**Alex Roettger, Weyburn Credit Union**

## What IVC Vita Health Says About DiSC® Leadership Training

"We recently engaged The Learning Edge for DiSC leadership training, and the impact on our organization has been incredible. Denise and her team skillfully guided our organization, through the DiSC assessment, helping us unlock valuable insights into our individual leadership styles and communication preferences. The Learning Edge's Team has worked with us on the ongoing development of supervisory and management skills in key individuals. The Learning Edge has created customized programs for the Leadership team to continue their growth and focus on our Company wide goals.

Thank you for the work that you and your team have done with us, we look forward to a continuing strong partnership with The Learning Edge!"

**Paul Teixeira, Senior Director of Human Resources, IVC Vita Health**

## What SSR Mining Says About Our Leadership Solutions

"SSR Mining is a mid-tier precious metals mining company with a corporate office in Vancouver, Canada with three operations across the Americas. We engaged with The Learning Edge and spoke directly with Denise. This was a refreshing experience to be able to contact the CEO of a company you wish to potentially interact with!

Denise's approach towards me, our requests and SSR Mining's uniqueness, was one of immediate comprehension and dedicated attention. Seana Bagley (nee Marche) was SSR Mining's Project Manager. Her attention to client service was only surpassed by her warmth, skills, knowledge and experience. I can undoubtedly recommend The Learning Edge where learning and development solutions are sought to realize the potential of individuals, teams and organizations."

**Marius Jacobs - Former Director of Leadership Development, SSR Mining**



# THE LEARNING EDGE

Leaders in learning and development solutions since 1994



## Serving Canadian and US Clients

Head office located in London, Ontario, Canada

Affiliate Offices Throughout North America.