

## Charting Your Course

### Business Impacts

- Improved alignment between actions and goals and values.
- More effective feedback provided to course correct employees and projects in a timely manner.
- Faster recovery after failures and reduced repetition of errors.
- Improved individual and team productivity.
- Greater decision-making capacity to move through conflict and stay in relationship to achieve desired results.
- More impactful relationship-based leadership.

### Course Description

*Charting Your Course* is the final course in any HTI series. This course deepens your learning and forwards your commitment to living and leading in relationship with others. You recount stories and share successes and failures, all while having more opportunities to learn and practice the HTI Map and methodology.

Through experiential hand-on face-to-face activities, you use the HTI Map to describe your journey while being celebrated and acknowledged for your successes, failures, and overall progress. Using the map, you create a path for your next steps and chart a course for yourself, your teams, and your relationships. This course integrates the skills that allow you to create empowering relationships that allow you to achieve success as an individual and as a team.

### Learning Objectives

By the end of this course, participants will be able to:

- Identify the negative impact of ignoring the importance of relationships.
- Use the HTI Map to navigate conflict and course correct to create more productive relationships.
- Take extreme ownership and reduce use of blame.
- Use the STCI tool to regulate emotions and respond with intention to create desired outcomes.
- Commit with confidence to contribute to a culture of continuous improvement.
- Provide feedback that inspires others to take actions that's in alignment with their values and objectives.
- Connect hearts together and inspire exceptional experiences.
- Respond to any situation as a leader that values relationships and results.

## Program Description

- **Instructional hours** – 16 hours over 2 days.
- **Instructional format** – face-to-face experiential classroom learning facilitated by two instructors.
- **Learning evaluation/assessment** – participants will be assessed through:
  - **Self-assessment and a declaration.** This involves committing to specific actions to be taken within 30 days of completing the course. Each participant will document examples of how these commitments were executed and reference the skills and tools learned in the course that were used.
  - **Accountability and feedback.** Accountability and feedback will be provided within 60 days through one-on-one sessions with an internal leader, team members, and/or course facilitator.
  - **Noticeable impact score (NIS).** The HTI cornerstones will be rated quantifying the impact of the participant’s ability to leverage the HTI Map and navigation methods.
- **Course capacity** – maximum of 24 participants per offering.
- **Program cost** – \$950/participant.

## Instructor Profiles

### Tanya Schecter

Tanya Schecter is the co-founder of the HTI Institute which specializes in changing relationships one relationship at a time to create a culture of leadership and excellence. Tanya has 25+ years’ experience developing curriculums and working as a trainer, coach, and performance and leadership consultant in a wide variety of industries in the public and private sectors. In addition, she has a vast experience of working with leaders and employees to successfully implement large cultural change initiatives that are supported by performance management and collaborative leadership.

Tanya has two Master’s degrees from McGill University and Concordia University, is trained as a co-active coach, and is certified in EQ-I (emotional intelligence), Myers-Briggs, and ProSci (change management).

### Matthew Gould

Matthew Gould is the co-founder of the HTI Institute which specializes in changing relationships one relationship at a time to create a culture of leadership and excellence. Matt has 24+ years of extensive experience leading teams across small, medium, and corporate businesses to increase personal leadership and effectiveness and exceed business and corporate objectives. In, he has 10+ years of coaching individuals as well as facilitating leadership academies across North America.

Matthew has an undergraduate degree from UBC and is an MBS graduate from the Rotman’s School of Business. He’s also a certified co-active coach (CPCC).