

Relate to Lead

Business Impacts

- More effective collaboration when making decisions, working through conflict, and implementing strategy.
- Enhanced relationships and leadership capabilities.
- Increased individual ownership, effectiveness, and productivity (increased speed of execution, increased accuracy, more effective communications, more creative solutioning, faster decision-making).
- Improved team dynamics and use of conflict to create positive outcomes.
- Enhanced ability to navigate change and thrive together.

Course Description

Relate to Lead is a foundational course that transforms your leadership impact – not just your impact on your team, but your impact on all your relationships. Through hands-on face-to-face experiential learning, you gain a greater understanding of what it takes to successfully navigate relationships in any business environment and develop the ability to do so with ease.

Conflict, misalignment, disagreement, competition, failure, and frustration exist in any high performing environment. This true for relationships between co-workers, suppliers, vendors, and clients. Truly seeing and hearing another person and being truly seen and heard are skills that shift your focus from the content and the personality to the context and shared goals. When applied, a path to alignment opens that allows you to compete with (not against) others to attain mutual goals. This course focuses on developing the skills that allow this to happen.

Learning Objectives

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

- Create an environment that fosters safety, trust, clarity, and focus.
 - Identify the impact that positive and negative relationships have on leadership.
 - Use the HTI Map to navigate conflict and course correct to create more productive relationships.
 - Take extreme ownership and reduce use of blame.
 - Work through conflict while staying in relationship.
 - Use values to make effective decisions and better understand people.
 - Use Don Miguel Ruiz's four agreements.
 - Create a relationship stake.
 - Use situational, personal, and relationship awareness.
 - Use the four relationship cornerstones.
 - Use the STCI tool to regulate emotions and respond with intention.
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Program Description

- **Instructional hours** – 16 hours over two 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 four 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 used that were learned in the course.
 - **Accountability and feedback.** Accountability and feedback will be provided within 60 days through one-on-one sessions with an internal leader and/or course facilitator.
 - **Noticeable impact score (NIS).** Four key behavioural measures are rated quantifying the change in the participant's leadership abilities and impact.
- **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).