

Relational Leadership

Business Impacts

- Improved partnerships with internal and external stakeholders.
- Greater efficiencies, performance, and outcomes from existing resources.
- More focused alignment on shared goals.
- Enhanced ownership for process and outcomes among employees.
- Higher employee engagement.
- Reduced friction and losses due to relationship conflict and misalignment.

Course Description

Relational Leadership is an essential course that unlocks your leadership potential. Through hands-on face-to-face experiential learning, leaders (everyone is a leader) gain the skills required to lead collaboratively, strengthen relationships, and improve results.

Forcing people to do what's asked of them may yield immediate results and often creates a culture where relationships are fractured, outcomes are inconsistent, people are disempowered, and productivity is unreliable, and the ability to lead is lost. This course focuses on developing the ability to take extreme ownership for self and all situations as well as developing exceptional relationship skills to create inspired leadership.

Learning Objectives

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

- Create an environment that fosters safety, trust, clarity, and focus for risk taking.
- Describe key leadership characteristics.
- Take full responsibility for self and impact on others.
- Apply Don Miguel Ruiz's four agreements.
- Create a personal purpose statement.
- Take extreme ownership for all situations.
- Use the nine square tool to move forward in partnership.
- Describe the top ten leadership fallacies.
- Take responsibility for their relationships to be a more effective leader.
- Use problems as an opportunity to lead and grow.
- Partner 100:100.
- Foster leadership in others, regardless of role.

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 practicing four specific skills with your team 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).** Three key leadership measures are rated quantifying the change in the participant's ability to lead effectively.
- **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).