

## Rich Relationships, Rich Results

### Business Impacts

- Improved team cohesion and focus on shared goals.
- More impactful communication inside and outside of the organization.
- Adoption of a growth mindset by individuals and teams.
- Richer relationships that allow for energy and actions to be harnessed to achieve the organizational vision and business objectives.
- Faster recovery to new actions after failures or setbacks with an emphasis on continuous improvement.

### Course Description

*Rich Relationships, Rich Results* is a powerful course that unlocks untapped relationship power and enhances team performance. Through hands-on face-to-face experiential learning, team leaders and team members gain skills required to contribute to creating a high performing team.

Every position on a team matters just as every single relationship does. Teams are only as strong as their weakest point. Knowing the six characteristics of high performing teams and learning how to maximize collaboration allows you to play to your team's strengths while mitigating its weaknesses. Maintaining high performance is difficult and creating sustainable performance through effective relationship skills makes it easier. This course focuses on developing skills and techniques to foster powerful relationships that deliver exceptional results.

### 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 the six characteristics of high performing teams.
- Identify your team's areas of strength and weakness.
- Explain the six relationship geographies.
- Use a growth mindset to foster relationships.
- Develop stronger relationships in order to lead and perform.
- Identify what's in it for me, you, and we.
- Create a relationship stake.
- Use the nine square tool to improve results.
- Create a personal development plan for yourself and your team.
- Apply tight, loose, tight to team performance and to create a culture of accountability.
- Use the weekly accountability tool to take responsibility for results and turn issues and mistakes into learning opportunities.

## 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 relationship measures are rated quantifying the change in the participant's ability to impact a team's performance.
- **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).