

Rich Relationships, Rich Results

Course Link: <https://htiinstitute.com/leadership-development/a-la-carte/>

Course Description

Rich Relationships, Rich Results is a powerful online training course that unlocks untapped relationship power, enhances individual and team performance, and improves business results. Through hands-on online experiential training, led by experienced business consultants and trainers, team leaders and team members gain skills required to contribute to creating a high performing team. Sessions are held approximately every two weeks over a three-month period, with each session lasting 3.5 hours for a total of 21 hours. Each online session is co-facilitated by highly experienced trainers.

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 and enhances individuals' internal advancement potential.

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 in 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.

Learning Outcomes

Upon completing the *Rich Relationships Rich Results* course, participants will be able to apply the following outcomes:

- Improved team cohesion and focus on shared goals.
 - More impactful communication inside and outside of the organization.
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- 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 Modules

Module 1 - Introductions and overview (3.5 hours: facilitated, synchronous, video training)

- Participant and instructor introductions
- Establishing an environment of psychological safety
- Differences between high and low performing teams
- Identify your team's areas of strength and weakness

Module 2 - Relationships are key (3.5 hours: facilitated, synchronous, video training)

- Overview of relationships as key to leadership
- Training on the six geographies of the heart
- Training on growth mindset vs fixed mindset
- Training on use of growth mindset to develop relationships

Module 3 - Relationship stake (3.5 hours: facilitated , synchronous, video training)

- Introduction to and overview of a relationship stake
- Training on what's in it for me, what's in it for you, and what's in it for we are it applies to teams, managers, and leaders
- Developing a relationship stake

Module 4 - Developing personal and team mastery (3.5 hours: facilitated, synchronous, video training)

- Introduction to sphere of control
- Training on nine squares tool to improve results
- Creating a personal development plan for yourself and your team

Module 5 - Accountability through the lens of relationships (3.5 hours: facilitated, synchronous, video training)

- Introduction to accountability
- Training on Tight Loose Tight tool for team performance and creating a culture of accountability
- Apply weekly accountability tools to take responsibility for results and turn issues and mistakes into learning opportunities.

Module 6 - Bringing it all together (3.5 hours: facilitated, synchronous, video training)

- Review of learning, and summary of tools
 - Integration of relationship practices
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- Bringing the learning into the “real world” through a practical application plan for each participant

Assessment Method

Participants will be assessed in the following ways:

- **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.

Total Training Duration/Length

- 3 months of training (six 3.5 hour online sessions)

Total Training Hours

- 21 hours of total training

Total Cost of Program:

- \$3360.00 per participant + GST

Course Capacity

- 10 participants + Manager Sponsor per cohort)

Delivery Method*

- Video Conference (100%)
- Client determines video technology platform
- **The delivery method and training format, normally offered as an in-person workshop, has been adapted and is now 100% online due to the restrictions of the Covid-19 pandemic.*

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 addition, 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).