



Calliope Learning is committed to making the Greater Victoria Technology Sector the best that it can be. We have already worked with some of the larger technology companies and now we'd like to make our leadership development program open to organizations that may not be ready to commission a customized program. Leadertech is an open enrolment leadership development program especially developed to meet the needs of the technology sector.

### **What will you get out of the program?**

You will:

- Learn the key differences between management and leadership.
- Identify effective leadership behaviors and attitudes.
- Explore different leadership styles and identify your own.
- Receive practical guidance for making the most of your leadership style.
- Create a leadership vision, thereby gaining team buy-in and managing resistance to change.
- Learn how to inspire others rather than dictate.
- Develop skills to enhance trust, credibility and rapport to better support and motivate others.
- Learn to identify and take intelligent risks.
- Identify strategies for leading and motivating teams.
- Develop strategies for encouraging team motivation and communicating like a leader.
- Learn strategies for effective communication.
- Encourage your team members to maximize their work performance by utilizing coaching skills.
- Develop a plan that will enhance your leadership impact.

### **How is the program delivered?**

Participants will be asked to complete activities and readings before and between each workshop to ensure that learning is applied in the workplace. Coaching of individuals between workshops ensures the best transfer of learning possible. We also utilize technology to help individuals make the most of their learning between workshops.

All workshops are facilitated using a variety of highly interactive and engaging approaches – reflection, self-assessment activities, video clips, experiential activities, real-life examples from the workplace, discussion and short lectures.

## Who should attend?

The program is specifically aimed at anyone working in the technology sector who is interested in developing their leadership potential. This could include people currently in formal leadership positions or upcoming talent wanting to add some EQ to their IQ.

## What are the details?

The \$2400 (plus gst) per person cost for the program includes four days of workshops (two full days and four half days), two hours of face-to-face individual coaching, all your workshop materials and coffee/snacks.

The workshops are developed on the premise that understanding oneself and self-leadership is critical to building effectiveness as a leader of teams and organizations. It is also based on the development of a competency based leadership plan.

<b>Workshop #1 (full day)</b>	<b>Exploring Leadership and Understanding your Leadership Style</b>  This workshop introduces participants to the difference between managing and leading. It also introduces the essentials of leadership, including leadership competencies that are considered necessary in today's workplace. This workshop uses the Myers-Briggs Type Indicator (MBTI)* to help participants understand their communication, coaching, and leadership styles.
<b>Workshop #2 (half day)</b>	<b>Developing a Compelling Leadership Vision</b>  Participants develop a leadership vision based on exploring the organizational context in which they work and identifying challenges they face. They also base their vision on feedback they've received from others about their leadership impact.
<b>Coaching #1 (30 minutes)</b>	Individual 30 minute coaching session
<b>Workshop #3 (half day)</b>	<b>Building Individual, Team and Organizational Trust</b>  This workshop uses a highly participatory game to explore the dimensions of building trust in teams and organizations.
<b>Coaching #2 (30 minutes)</b>	Individual 30 minute coaching session
<b>Workshop #4 (half day)</b>	<b>Leading Teams</b>  This workshop provides an orientation to the dimensions of high performing teams and how leaders can ensure that teams stay focused and productive. Participants will be introduced to a variety of practical tools for building teams.

<b>Coaching #3 (30 minutes)</b>	Individual 30 minute coaching session
<b>Workshop #5 (half day)</b>	<p style="text-align: center;"><b>Providing Feedback and Managing Others</b></p> <p>This workshop builds upon the MBTI and introduces several other practical communication and feedback tools.</p>
<b>Coaching #4 (30 minutes)</b>	Individual 30 minute coaching session
<b>Workshop #6 (full day)</b>	<p style="text-align: center;"><b>Coaching Others to be the Best They Can Be</b></p> <p>This workshop introduces a coaching model and provides participants with an opportunity to practice their communication, feedback and coaching skills using real-life examples. Participants also develop a leadership plan to guide their future development.</p>

\* The Myers-Briggs Type Indicator (MBTI®) is an inventory used to determine personality dispositions and preferences based on Carl Jung's theory of psychological types. Carl Jung suggested that apparently random behaviour on an individual's part is really not random at all but has a pattern to it. This pattern will reflect the person's preferences for taking in information and making decisions. It will also reflect the world in which a person feels most comfortable - the outer world of action or the inner world of ideas. The MBTI® has become a widely used tool in many settings to explore leadership styles, teaching/learning styles, communication styles, coaching, and team building.

### **Who is Calliope Learning?**

At Calliope Learning we help you create learning leaders, people who continually learn their way into outstanding performance. We work with individuals and teams who are committed to sustainable organizational performance through engaging, fun and purposeful learning. We want people to find, enjoy and make the most of their learning and leadership potential.

We are also pracademics, people who combine sound academic research principles with grounded professional practice. We utilize action research and learning to help individuals and teams enhance their engagement, enjoyment, resilience and performance, thereby realizing workplace potential, and contributing to the overall bottom line of the organization. We facilitate provocative conversations, meaningful learning, and breakthrough changes using high tech and high touch methods. We can also help you to do the same in your own organizations.

More information about Calliope Learning can be found at [www.calliopelearning.com](http://www.calliopelearning.com)

## **Who are the facilitators?**

Tammy Dewar combines an academic background in learning (Ph.D. in Adult Learning) with practical leadership and team expertise in a variety of sectors. Her independent consulting practice includes over 20 years of experience in leading and coaching face-to-face and virtual teams. She has designed and facilitated a variety of workshops on leadership, visioning and strategic planning, team building, communication, coaching, and individual and organizational learning. More recently, she has been working with organizations to address leadership and employee turnover and morale issues utilizing action research, learning strategies and coaching. The other third of her time is spent teaching with Royal Roads University in their MA in Leadership and Training (MALT), the Master of Business Administration (MBA), and the MA in Distributing Learning (MADL).

Dave Whittington has been working in the areas of learning, leadership and organizational development for more than 20 years and holds a PhD in computer science from the University of Strathclyde. He has a strong technical background being the technical director of Europe's first virtual university, Clyde Virtual University which was established in 1996. Since then, Dave's work has focused more on strategic organizational issues of leadership and learning. Dave is an experienced facilitator working comfortably with corporate, government and academic clients. He works part-time as associate faculty for Royal Roads University in Canada and is involved in the development, delivery and evaluation of residential and online courses for the MA in Leadership and MBA programs. Dave is committed to helping individuals, teams and organizations achieve their full potential using leadership, learning and appropriate technologies.

## **What skills do we bring?**

Collectively, we bring the following skills and expertise specific to helping organizations develop their leadership capacity:

- A wide diversity of experience in many sectors
- Proven success coaching dozens of executives in leadership programs
- Practical experience with dozens of organizations and individual clients in leadership, learning, communication, action research, organizational development and change, coaching and facilitation
- Academic credentials in leadership, learning, organizational change and development, and information technology
- Highly developed facilitation skills to ensure a practical, engaging and meaningful learning experience for our clients
- Meaningful and successful consulting arrangements with our clients that have resulted in meeting their organizational goals and providing returns on their investment
- Proven success coaching executive teams through change processes

## What have others said about our program?

The leadership training provided by Calliope Learning is practical and thought provoking for both new managers and more seasoned pros. Tammy and Dave provide an insightful, active and fun workshop filled with "a-ha" moments. Our managers can't stop talking about the training and they really appreciated the one-on-one coaching sessions as follow up. Calliope Learning has my strongest personal recommendation.

***Judy Hamza - Director, Human Resources & Administration  
AbeBooks.com***

Calliope's sessions with Schneider Electric were transformational. Tammy & Dave gave us a great foundation of concepts & tools that helped us take our leadership to the next level. We were a strong leadership team before the session. After the session, we realized that we had become even stronger. I've never learned more about myself and my peers in one day than I did with the Calliope session on MBTI. It was a paradigm shift that I will never forget.

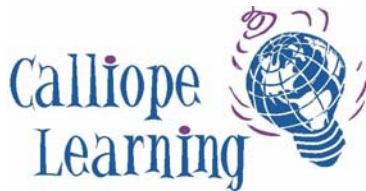
***Dan Wall  
Schneider Electric***

I approached this course with caution. I was really interested in the material, but I've had my share of training activities that were more about feeling uncomfortable than they were about learning. By the end of the first day it was clear that my concerns were unnecessary. Dave and Tammy demonstrate great respect for their participants and clearly understand the value of the time being invested. By the second session I had gone from cautious to enthusiastic.

***Cliff McCollum  
Software Development Manager  
GenoLogics Life Sciences Software, Inc.***

Dave was my professional coach for almost a year. The insights, business and personal principles that he helped me apply to challenging situations at work yielded benefits almost immediately. He was supportive, but constantly challenged me not to slip into bad or unproductive habits and to 'raise my game'. Finally, I believe that working with Dave helped me clarify my own professional goals, and work to achieve them -- our coaching relationship only came to an end when I pursued a promotion and transfer to manage a remote office! In both formal training as well as one-on-one coaching, I would not hesitate to recommend Calliope Learning's professional development services.

***Shaun Hope  
Schneider Electric***



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