

IMPROVING ORGANIZATIONAL PERFORMANCE THROUGH PEOPLE



Are you hearing?

I'm feeling burnt out and my team is feeling burnt out.

I don't know how to manage the different needs of multiple generations

We are being stretched in new ways and don't have the skills to deal with it. I don't have the time to coach my leaders on what to do right now.

Do you need to help leaders to:

- · Deal with increased incidents of mental health
- Identify skill gaps to plan for next years development strategies
- Make some talent decisions with a broader leadership capability view
- Balance a need for increased empathy while still focused on results
- Continue to build their skills, even during this time of COVID

We have a program that can help

Participants will gain:

Deeper knowledge of resilience and the current stressors.

Enhanced self awareness around personal emotional intelligence.

Understanding of external and internal barriers and impact on ourselves and others.

Tools and strategies to strengthen personal resilience and support others.

Program Framework

Pre-Session: EQ-i Assessment and Debrief 2 ½ hour webinar on Resilience and EQ 1 hour
"Insight to
Action"
coaching
session

Workshop Components

What is Resilience

Mindset and Circle of Influence

Resilience Model

How my EQ is helping or hindering my success

Strategies to support resilience for myself and my team

Leadership implications of EQ insights and resilience

Recognizing mental heath concerns

Coaching strategies

We can customize a program that is right for you.

How to Sustain Learning

Extended coaching

Team profile and debrief

Team coaching

For more information email info@lighthouse9.ca