



# EQUIPPING LEADERS FOR GROWTH & RESILIENCE

Program Overview

**IMPROVING ORGANIZATIONAL  
PERFORMANCE THROUGH PEOPLE**



# EQUIPPING LEADERS FOR GROWTH AND RESILIENCE

A comprehensive program that enables leaders to drive engagement and deliver critical re-emergence initiatives

## Why is this important?

Although we are seeing some optimism with double vaccinations and more openings, we continue to live in a world that is ever-changing – that's not going to change. As we emerge, we are witnessing a significant talent movement and shortages. Almost every study tells us that 'feeling valued' and 'ability to impact' are the two critical elements to engage and keep your best talent. Equally important to recovery and growth in many organizations will be identifying and accelerating initiatives to enable change. Now more than ever, organizations need leaders who can empathize and empower their teams to support the new and ever-changing dynamics. That is what Equipping Leaders for Growth and Resilience is all about: what we will help your leaders deliver for you.

## What Makes this Program Different?

The Equipping Leaders for Resilience and Growth Program delivers on the following objectives:

- **Accelerated personal and organizational leadership skills**
- **Enablement and building of your top talent with practical coaching and mentoring support**
- **Fast track a priority initiative in your business**

Each participant's journey and project will be supported by Lighthouse NINE Group's expert facilitators and 1:1 mentors/certified coaches. Each session will develop a participants' core leadership competency:

**Session 1:** Team building and program kick off

**Session 2:** Selecting, planning and initiating a critical business initiative

**Session 3:** Effectively deliver in VUCA through prioritization, fluidity, & stakeholder management

**Session 4:** Understanding and leading with emotional intelligence (EI)

**Session 5:** Developing a personal & team EI plan

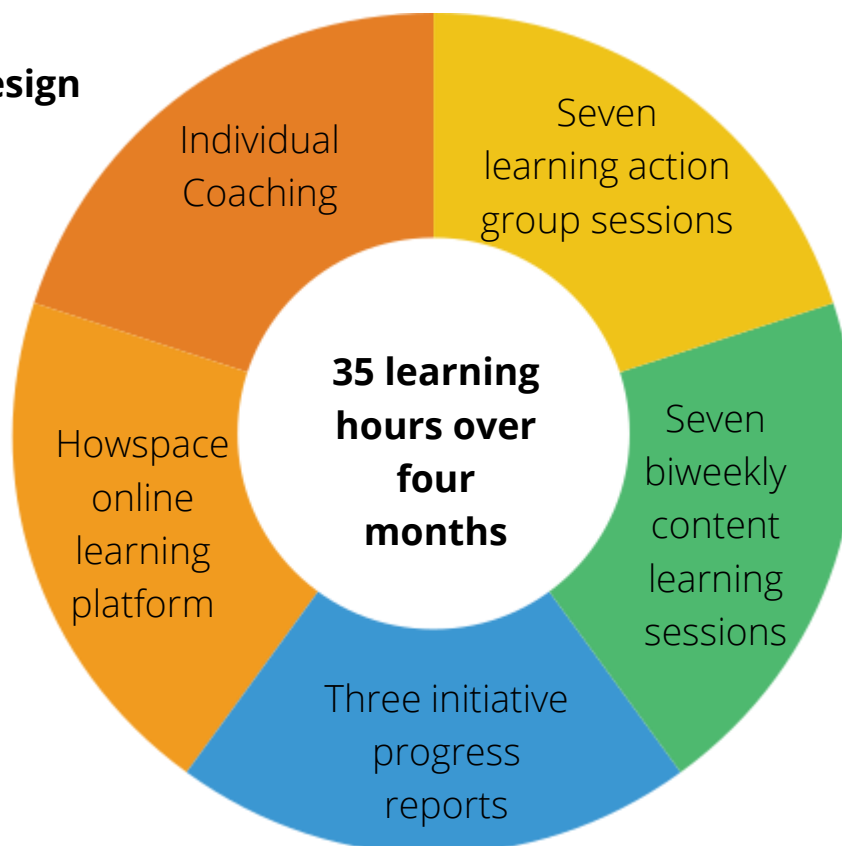
**Session 6:** Activating culture to drive engagement and performance

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## Program Components

- 1. Enhanced personal leadership** – the most critical predictor of success is self-awareness of and enhanced emotional intelligence. Our program leverages the Emotional Intelligence 2.0 assessment and creates a safe brave-space to deepen understanding
- 2. Practical, customizable tools and frameworks** – straight forward, easily replicated tools and frameworks enable rapid progress and accelerate momentum. Participants will have access to a best-in-class 'Leaders Toolkit', supported by Lighthouse NINE Group's seasoned senior leaders, subject matter experts in their field
- 3. Cross industry non-competitive peer network** - sixteen-member cohort for each program, plus bi-monthly connections with a Learning Action Group of four participants, guided by a Lighthouse NINE Group Partner
- 4. Individual coaching** – each participant will be supported and challenged in their growth by Lighthouse NINE Group Certified Coach

## Program Design



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**Successful Leaders= Successful Teams**  
**90%** of teams hit their 3-year goals when led by a successfully transitioned leader ~Inc.com



## Who We Are

Since 2006, Lighthouse NINE Group has been 'improving organizational performance through people'. We have become trusted advisors, by partnering with clients and helping them build their organizations, teams, and talent. We have impacted over 1.5MM people, in 15 countries, across 12 Industry verticals. We work in a collaborative manner with our clients and take a facilitated approach. It is what we do every day. For the first time we are offering some of those approaches in a new format, Equipping Leaders for Growth and Resilience, in a cross-client learning environment.

***"The Lighthouse NINE Group is one of the best consultant groups that I have ever worked with. They have made a big difference not only in our capability building journey in manufacturing, but also to improving our leadership skill set in NA"***

*~ Sergio Coco, Global HR Director, McCain Foods*

## Registration:

Lighthouse NINE Group looks forward to working with you on improving organizational performance through people. We are fuelled by people-driven improvement and we are looking forward to kicking off Equipping Leaders for Growth and Resilience.

***To register, email [info@lighthouse9.ca](mailto:info@lighthouse9.ca) or call 416.607.6919***