

bluSPARC™
**LEADERSHIP
DEVELOPMENT
WORKSHOPS**

**Course
Catalog**



Combining live, facilitated cohort-based workshops with experienced facilitators on an easy-to-use platform, you get behavior change that drives your organization's growth.

bluSPARC™ Leadership Development Workshops are engaging and impactful sessions designed to empower leaders to build their capabilities to lead and navigate challenges with skills they need for organizational performance.

Organizations need leaders who can think strategically, make sound decisions, and engage their teams to drive the business forward. Our workshops are designed to ensure that your leaders receive the knowledge and skills that are directly relevant to their roles, maximizing their potential success. Our team of coaches and facilitators have business experience and are skilled in developing collaborative learning environments in the areas of change leadership, DE&I, developing others, executive presence, and agile leadership. With over 25 courses, our facilitated workshops make it easy for onsite, virtual or hybrid teams to connect and learn.

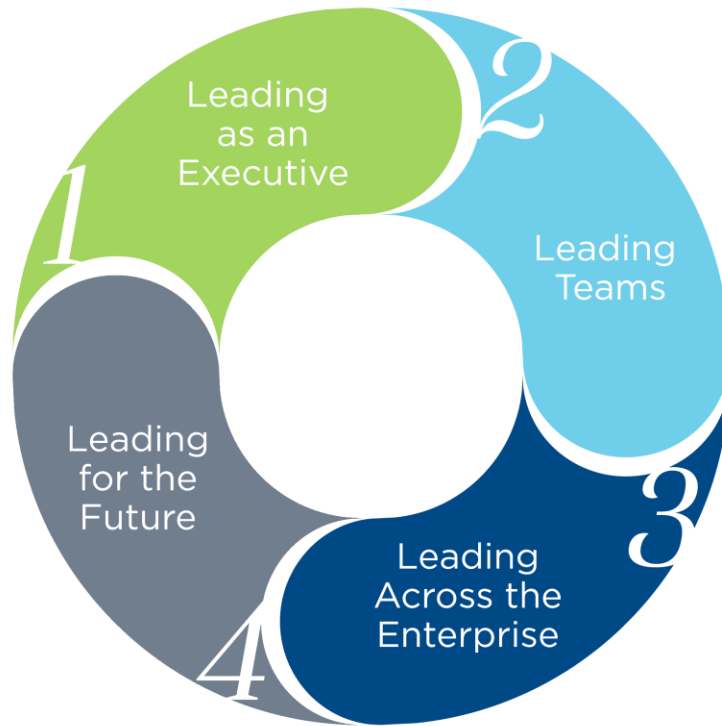
bluSPARC™ workshops are:

- *High-impact sessions:* Led by trained facilitators who create an interactive and dynamic learning environment where leaders co-create, rather than a passive webinar.
- *Aligned to your organization's objectives:* Focused on the key leadership competencies that drive leader development and organization change.
- *Stand-alone experiences or integrated into coaching experience:* Offer to your leaders as an individual workshop, a series of workshops, or complementary to executive coaching or leadership team experiences.
- *Researched based:* Designed by practitioners who know the science and art of leadership that is facilitated in a way that drives behavior change.

The bluSPARC™ Leadership Development Workshop platform is scalable and easy to navigate. We are experienced in creating and delivering programs that drive lasting change and our team can partner with you to tailor an experience to meet the unique needs of your organization.

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**The bluSPARC™
proprietary competency
model supports executives
in every step of their
leadership journey**

Leading as an Executive

Continuous Learner

Description:

Cultivating a culture of learning within an organization will encourage employees to embrace a constant state of improvement. This can best be achieved through the additional support, guidance, and resources of the organization's leadership.

When employees adopt a continuous learning mindset, they actively strive to enhance current skills and learn new skills necessary for personal and organizational growth and success.

Through continuous learning, you and your workforce will be able to hone your skills to become more confident, innovative, creative, adaptive, productive, and agile. We will explore how to "plant the seeds" to get you started on your continuous learning journey and the overall organizational impact.

Objectives:

- ✓ Take ownership of your learning and development journey.
- ✓ Adopt and implement continuous learning behaviors and strategies.
- ✓ Discover how to become more intentional about your learning and development.
- ✓ Identify what learning styles work best for you and your team.

Areas of Focus:



Why Continuous Learning is Important at Every Level of an Organization



How Continuous Learning Helps You to Remain a Competitive Employee and Candidate



What Intentional Learning Practices Look Like



How to Strengthen the Team and Organization



Intentional Learning's Impact on Professional and Personal Development

Emotional Intelligence

Description:

Emotional Intelligence (EQ) is the ability to recognize, understand, and manage your emotions while simultaneously understanding the emotions of those around you. Leaders with a high degree of Emotional Intelligence are better equipped to lead, guide, and support their workforce and organization.

Emotional Intelligence in the workplace can build trust, increase job satisfaction, reduce conflict, create high-performing teams, boost effective communication, and improve the overall quality of the employee experience and work environment.

We will explore key skills and techniques to help you develop and leverage your EQ as an everyday practice allowing you, your team, and your organization to thrive.

Objectives:

- ✓ Gain a deep understanding of Emotional Intelligence and how the brain registers information.
- ✓ Identify your emotional triggers and how to mitigate them.
- ✓ Understand emotions versus feelings.
- ✓ Identify essential skills, techniques, and approaches needed to help enhance your Emotional Intelligence and maintain composure.

Areas of Focus:



Why Emotional Intelligence is Important in the Workplace



The Four Pillars of EQ

- Self-Awareness
- Self-Management
- Social-Awareness
- Relationship Management



Professional & Personal Benefits



The Four Emotional Triggers

- Environment
- Social
- Physical
- Emotional

Executive Presence

Description:

Being a leader encompasses much more than delegating work. It's the ability to effectively implement a servant leadership style that's employee centric. This approach is achieved by a vision to support, motivate, and influence others, align people and resources to build high-performing teams, foster trust and commitment, and strengthen strategies to meet organizational and team goals.

Aligning these leadership elements will allow the organization and the workforce to thrive. Failure to identify and efficiently implement the right leadership approach will have a negative impact on the organization and team.

We will explore a variety of leadership behaviors and mindsets that create enterprise leaders who achieve powerful organizational and team results.

Objectives:

- ✓ Identify key characteristics of leaders.
- ✓ Develop a vision, alignment, and commitment.
- ✓ Build trust and confidence with employees.
- ✓ Avoid behaviors that undermine leadership.
- ✓ Promote teamwork and esprit de corps.
- ✓ Act decisively.
- ✓ Demonstrate leadership in a crisis.

Areas of Focus:



Direction, Alignment, Commitment



Creating a Vision for Tomorrow



Self-Awareness



Influencing Others



Creating a Culture of Performance

Influencing Others

Description:

Effective leaders influence the way others think and act. People naturally gravitate to effective leaders and stand by them when the leader needs assistance.

As a leader, however, you may have a groundbreaking concept, yet find it difficult to convince your manager of its merit. Perhaps you're leading an interdisciplinary team whose members don't seem to prioritize goals the same as you. Or, you may just be seeking collaboration from a coworker in a different department who doesn't respond to your emails.

This course is designed to equip you with the knowledge, skills and methods to influence others in a way that promotes increased success in all your organizational interactions.

Objectives:

- ✓ Learn the key characteristics of influential people.
- ✓ Define situational factors that can help determine your influence strategy.
- ✓ Assess your influencing style and determine how to influence others who have different styles.
- ✓ Leverage key skills required to overcome barriers and influence others.

Areas of Focus:



What is Influence?



How Best to Use Your Influencing Skills
Laying the Groundwork to Influence Others



Strategies to Know the Goals of Others



The Levers of Influence: Using Skills, Knowing the Situation, and Adjusting Your Style



The Reasons Others May Resist You and How to Overcome Resistance

Resilient Leadership

Description:

The average worker encounters many stressors during the day – due dates, meetings, disagreements, difficult clients, and a never-ending flow of assignments. The fact is, workplace stress is unavoidable and here to stay, so what can be done to maintain a level of control? The key to handling stress is not avoidance. It's finding methods to work with it without losing resolve.

Resilient leaders welcome uncertainty and change with confidence and use challenging circumstances as a learning opportunity to gain insights. By approaching future obstacles with deft, you and your workforce can thrive rather than survive.

In this course, we will explore strategies to give leaders the tools to identify workplace stressors, end self-deprecating talk, build communicative workplace structures, and calmly navigate through stressful situations.

Objectives:

- ✓ Bounce back from adversity.
- ✓ Build your self-esteem as a foundation of resilience.
- ✓ Make and maintain connections to build resilience.

Areas of Focus:



Become Adaptive and Agile



Lead Authentically



The Six Domains of Resilience



How Challenges Strengthen Skills



Continue to Learn and Grow

Work-Life Balance

Description:

Striking a balance between personal and professional demands can be challenging. At times, it can even cause overwhelming feelings of frustration, stress, and tension within the workplace and easily spill over into other aspects of your life.

When life is out of balance, it can cause a decline in physical and mental health interfering with employee performance, engagement, job satisfaction, productivity, retention, organizational success, and personal matters.

Leaders can help avoid burnout by creating an employee-centric culture that focuses on encouraging teams to prioritize their physical and mental health and support those efforts. A successful work-life strategy centers on getting to know your employees' and their needs. How are they doing? Where do they need support? What can the organization do to help? Knowing this information will allow leaders and their organizations to create and maintain a happy and healthy workforce.

Objectives:

- ✓ Identify ways to improve work-life balance for yourself and your team.
- ✓ Establish a strong support network.
- ✓ Determine ways to help you manage your own feelings.
- ✓ Advocate for yourself and your team.

Areas of Focus:



Strategies to Promote a Healthy Work-Life Balance



Refine Workplace Culture



Professional and Personal Benefits



What Employees Can Do; Unique Methods



6 Ways to Improve Work-Life Balance

Leading Teams

Managing High-Performing Teams

Description:

Any high-performing team that is cohesive, productive, and motivated needs a high degree of trust. When trust is the foundation of a team, members know they can count on others and be counted on in return to contribute, perform, and be authentic. These teams have high morale, which increases commitment to each other and the desire to excel in their individual and shared goals. Similarly, research has found that organizations with high levels of trust are more credible, productive, flexible, innovative, and able to adapt to changing circumstances and effectively handle crises.

So how can you, as a leader, help your team to build the trust that it needs to flourish? Setting positive norms, leveraging strengths, developing working relationships, and analyzing results is a great way to start.

In this course, we explore what makes a high-performing team, leadership practices that build and sustain high-performing team, and how to elevate your team from "OK" to great.

Objectives:

- ✓ Recognize the responsibilities as the team leader.
- ✓ Explore the ways organizations and teams can build a culture of trust.
- ✓ Identify the warning signs of a low-trust organization and how to restore trust when it's been lost.
- ✓ Leverage the strengths of team members to maximize team performance.
- ✓ Implement strategies to promote positive interactions that achieve results..

Areas of Focus:



Leadership Behaviors that Get Results



Designing the Team Systems and Processes



Building and Developing the Team



Assess Trust Levels and Identify "Trust Busters"



Fostering Communication and Trust



Evaluating Team Effectiveness

Leader as Coach

Description:

Coaching others is a powerful tool to empower, motivate, and grow your team's confidence, performance, self-efficacy, and career opportunities. Leaders at all levels need the skills that increase employee commitment and engagement while at the same time providing them with developmental opportunities in their current roles. According to the International Coach Foundation, coaching improves work performance by 70% and team effectiveness by 51%. Recognizing that coaching isn't a one-size-fits-all solution will allow you to tailor your approach each individual to strengthen commitment and success.

Objectives:

- ✓ Help your leaders unlock their full potential.
- ✓ Improve your communication and coaching style.
- ✓ Understand the coaching process, strategies, and tools to form and maintain a positive coaching relationship.
- ✓ Set specific, relevant, and achievable goals by asking the right questions.
- ✓ Create a development plan with specific actions, a timeline, and necessary resources.

Areas of Focus:



Create a Framework for Coaching Questions



Leadership Development Plan: Value, Vision, Goals



Tools and Techniques to Support Coaching



How to Provide Specific Feedback



Acknowledge and Celebrate Achievements – Make it Fun!

Managing Conflict

Description:

Let's face it, workplace conflict is present within every industry and organization. Conflict is inevitable when a workforce includes a variety of individuals with different backgrounds, personalities, expertise, beliefs, values, and work ethics, and that's okay! Historically, conflict has been viewed as having a negative impact on a workforce and organization, but what if we told you conflict is a good thing? Research shows that healthy doses of conflict can strengthen a workforce resulting in improved trust, psychological safety, along with better decision-making, communication, and creative problem-solving.

Having a strong foundation of conflict management strategies will ensure that you and your team can collectively approach conflict with mutual respect, empathy, fairness, and a genuine willingness to reach a solution.

We will share how to reframe your perspective of conflict and reap the benefits of having a structured conflict management process.

Objectives:

- ✓ Develop and implement a conflict resolution framework and strategies.
- ✓ Approach conflict with openness rather than defensiveness.
- ✓ Eliminate bias in the resolution process.
- ✓ View conflict as a valuable learning opportunity

Areas of Focus:



Why Organizations Need Conflict Strategies and Key Leadership Skills



The Impact and Value of Conflict



How to Drive Meaningful Solutions



Build the Team



Improve the Workplace Environment



Develop SMART Goals

Building Trust for High-Performance

Description:

In today's increasingly competitive international landscape, the crucial role of trust in any organization's success cannot be overstated. Studies have established that organizations exhibiting high trust levels are perceived as more credible, productive, adaptable, and innovative, and are proficient in managing changes and dealing with crises effectively.

Companies that exhibit a high trust level are more successful in attracting and retaining top talents. The significance of trust extends beyond the organizational level to the individual level, especially for those in leadership or management roles. This is because the goals and ideas of trustworthy individuals are more likely to gain respect and acceptance from employees.

In this program, we will explore how trust enhances relationships at all levels and how to personify the traits and actions of trustworthy leader. We will also examine how your team can adopt these characteristics, to build your team members' productivity, innovation, and collaboration skills both within and outside the organization.

Objectives:

- ✓ Assess the level of trust in your organization.
- ✓ Identify characteristics of create trust in people and in organizations.
- ✓ Implement techniques that build trust.

Areas of Focus:



Developing the Attributes and Behaviors That Create Trust



Understanding the Different Perspectives of Trust



Understanding Current Behaviors That Indicate a Low Trust Environment



Best Practices to Restore and Demonstrate Trust to Others

Leading and Managing Change

Description:

A change agent refers to leadership's ability to effectively envision, drive, and implement change within an organization. These individuals understand the full scope of the organization's objectives and goals and can identify the need for change with a broad, strategic approach to increase operational excellence and growth. Demonstrating the value of change will be essential to encourage the leaders and their teams to embrace change in goals, strategies and their individual roles.

We will explore how to become an influential change agent that helps the organization and team succeed.

Objectives:

- ✓ Become an effective change agent.
- ✓ Improve communication and approach to implementing change.
- ✓ Identify when change needs to happen.
- ✓ Mitigate resistance.

Areas of Focus:



Common Change Models



Communicating Change



The Value of Resistors



How to Embed Sustainable Change

Skillful Collaboration

Description:

Skillful collaboration involves far more than working side-by-side. It's a process that requires leadership attitudes, skills, and practices that can be learned, strengthened, and aligned with others. Mastering these leadership elements will enhance your professional success at any level and allow you to better lead your team with impactful direction and results.

While collaboration can offer many benefits to companies and employees, it can also present major challenges. As a leader, you will need the skills and strategies to mitigate these challenges.

In this course, we will focus on how to structure and implement an effective collaboration process that lays the foundation for working with others in a meaningful and productive way.

Objectives:

- ✓ Understand when collaboration is an effective and beneficial approach to a project—and when it isn't.
- ✓ Establish and communicate a plan, guidelines, and expectations to group members to ensure successful collaboration.

Areas of Focus:



How Collaboration Drives the Business



Collaborative Behaviors



The Power of Your Words



Building Effective Group Collaboration

Leading Across the Enterprise

Decision-Making

Description:

Decision-Making is the process of making a choice or series of choices to unstructured problems. These choices can be straightforward or more complex in nature.

Unfortunately, there isn't a one-size-fit-all approach to decision-making. Leaders and organizations need to be agile to discover effective solutions that will guide their organization and workforce toward success.

We will explore how to refine and strengthen your decision-making process to maximize positive outcomes.

Objectives:

- ✓ Understand the foundational aspects of problem solving and decision-making styles.
- ✓ Understand the difference between rational decision-making and intuitive decision-making.
- ✓ Familiarize yourself with the tools, techniques, and potential pitfalls inherent in problem solving and decision-making.
- ✓ How to create a structured Decision-Making process.

Areas of Focus:



Confirmation Bias, Groupthink, Sunk-cost Fallacy, Halo Effect, and Other Decision-Making Roadblocks



Understand Different Decision-Making Styles & Their Purposes



Four Main Decision-Making Styles

- Directive
- Analytic
- Behavioral
- Conceptual



Why a Decision-Making Framework Will Help You Make Quality Decisions

Developing an Enterprisewide Perspective

Description:

In today's intricate and swiftly changing business environment, the ability to think beyond silos and foster cross-functional collaboration to understand the enterprise has become imperative for leaders. In this session, leaders will view their organization as a cohesive, interconnected unit and the need to master the art of strategic alignment.

By championing cross-functional collaboration, leaders can tap into the collective intelligence of the organization, resulting in innovative solutions, enhanced productivity, and shared ownership of outcomes.

Objectives:

- ✓ Understand the significance and advantages of adopting an enterprise-wide perspective.
- ✓ Recognize and counteract challenges that stem from compartmentalized thinking.
- ✓ Utilize systems thinking to predict and manage the cascading effects of decisions across the organization.
- ✓ Institute strategic decisions that align with broader organizational objectives and values.

Areas of Focus:



Systems Thinking



Strategic Foresight



Cultural Agility



Effective
Communication



Customer-centric
Approach

Leveraging Diversity

Description:

Everyone has something to bring to the table. By leveraging diversity, leaders and organizations can harness their workforce's unique backgrounds, cultures, experiences, expertise, and perspectives. When employees feel appreciated, heard, respected, and included, it can ignite their drive and sense of purpose enhancing collaboration, boosting creativity, innovation, engagement, retention, morale, and creating a more harmonious work environment.

We will explore how to leverage diversity within the workplace and how it adds value to your team and overall operational effectiveness and performance.

Objectives:

- ✓ Strategies to foster a culture of inclusion, collaboration, creativity, innovation, and belonging.
- ✓ Understand why leveraging diversity strengthens teams and the organization.
- ✓ Understand different types of diversity within the workplace e.g., internal, external, organizational, worldview.

Areas of Focus:



Diversity Wheel



Boost Rapport



Unconscious Bias



Five Principles of Managing Our Behaviors



Build the Team and Organization by Fostering Inclusivity

Managing Performance

Description:

Both informal and formal performance management are crucial aspects of maintaining a strong workforce that aligns its performance expectations to meet strategic organizational objectives. Performance measured with the right approach helps leaders identify areas of improvement and allows them to take action to help their teams perform optimally, individually and as a group.

When employees are provided with clear expectations coupled with support, feedback, and resources, employees feel empowered to enrich their performance outcomes and skillset.

In this course, we will explore ways to increase your ability to effectively manage employee performance with structure and direction.

Objectives:

- ✓ Understand the benefits of a systematic approach to performance management.
- ✓ Create a performance management plan in alignment with applicable expectations and KPIs.
- ✓ Avoid minefield conversations and create a positive, effective, and meaningful dialogue.
- ✓ Evaluate your own performance to deepen your understanding of how to help your workforce excel.

Areas of Focus:



Measuring Performance: Qualitative & Quantitative



Assessment Methods



Delivery & Communication Style



Reasons for Performance Gaps

Leading for the Future

Agile Leadership and Organizations

Description:

The world is changing at an unprecedented pace.

Organizations that can predict and meet the rapidly changing needs of customers and deliver on their promises will be able to support a competitive advantage in their market. By implementing an agile strategy and an approach that is unique to their respective business markets and leadership skills, companies will foster team agility and future success.

Change is the catalyst for organizations to evolve, and we will explore how to help your organization become more adaptive, creative, and resilient.

Objectives:

- ✓ Recognize the need for business agility.
- ✓ Implement agile principles and framework.
- ✓ Create a leadership vision for the future and a model for change.
- ✓ Identify and understand how to improve current work practices.

Areas of Focus:



Current Business Context and Challenges



Business Agility Framework (People, Culture, Leadership, Strategy)



Leadership Competencies and Behaviors That Foster Agility



Skills to Sustain Business Agility

Innovation and Creativity

Description:

Innovation and creativity are key elements that contribute to an organization's success and work in parallel to boost performance and gain a competitive edge within a market. Creativity and innovation collectively bridge the gap between ideas and reality.

What can you offer that other companies can't? Leaders and organizations must leverage diverse perspectives, experiences, and expertise to strengthen collaboration and develop a space of intentional creativity and innovation. By doing this, leaders and their teams will think outside the box, take risks, and own their organizational growth journey.

We will explore strategies to help you and your team drive the organization toward continued success by maximizing innovation and creativity.

Objectives:

- ✓ Learn how to unleash creativity and foster a more creative and innovative environment for yourself and your teams.
- ✓ Identify individual and organizational inhibitors to creativity and innovation.
- ✓ Adhere to a four-tier procedure for fostering team innovation.
- ✓ Leverage cross-functional teams to cultivate innovation.

Areas of Focus:



CARE Model of Innovation



Embracing Failure is the Impetus Behind Innovation and Creativity



Benefits of Generating Several Ideas



Create the Time to "Move the Needle"



How the Work Environment Impacts Innovation & Creativity

Developing a Strategic Mindset for Organizational Performance

Description:

Having a Strategic Mindset is the ability to critically think through various organizational complexities with a broad perspective. A Strategic Mindset allows leaders and organizations to visualize, evaluate, anticipate, plan, implement, and support the goals and needs of the organization and workforce. This elevated way of thinking will help leaders confidently and efficiently make decisions and solve problems.

In this course, we will explore how to help you shift your mindset to be more strategic and how you can help influence and develop strategic leaders that are adaptative and agile.

Objectives:

- ✓ Understand the benefits of a strategic mindset.
- ✓ Utilize formal training and informal learning to expand your knowledge.
- ✓ Analyze and problem-solve strategically.

Areas of Focus:



Adapt Your Leadership Style



Self-Awareness & Forward-Thinking



Identify Multiple Solutions to Achieve the Same Goal(s)



Develop & Influence Others



Challenge Yourself to Open Your Mind to Differing Perspectives

Additional Courses

Leading Into the Future

Description:

In the past, leadership was about defining goals and initiatives for 3-5-year plans, organizing, and managing the workforce. Today, leadership needs to be more fluid. It's certainly important to define visions, but ideas are coming from all over the organization and employees are more engaged in defining micro-goals that move in the direction of the overall vision. To be agile, the organization needs to be more collaborative and attentive to multiple stakeholders.

We'll delve into what it means to lead in this kind of evolving environment and draw upon different practices and skill sets.

Objectives:

- ✓ Recognize environmental trends and conditions that impact the organization.
- ✓ Strategize the work of their departments with an awareness of the interdependencies with other departments.
- ✓ Behave more collaboratively while planning and managing change.

Areas of Focus:



Describe the Elements for Leading Into the Future



Conduct and Environmental Scan



Define Systems Thinking



Describe a Process for Leading Change

Entrepreneurial Mindset

Description:

An Entrepreneurial Mindset encompasses certain behaviors, attitudes, skills, and experiences that allow leaders to view situations with a unique perspective and approach. Coupled with resiliency, it drives fresh thinking and can lead to fostering new ideas, creative problem-solving, and better decision-making.

Through an Entrepreneurial Mindset, you and your team will be equipped with the knowledge and aptitude to help the organization evolve and reach new heights, providing value each step of the way.

We will explore the different aspects of an Entrepreneurial Mindset to help you identify how to better support and achieve business goals.

Objectives:

- ✓ Develop an Entrepreneurial Mindset by prioritizing learning and development.
- ✓ Better understand the needs of the organization and set clearly defined goals to provide direction.
- ✓ Influence and inspire your team to be curious and think outside the box.

Areas of Focus:



Characteristics of an Entrepreneurial Mindset



Embrace Challenges, Risk Taking, and Failure



Growth Mindset and Daily Practice



View Situations from Multiple Angles

Forward-Thinking Organizations

Description:

The volatile, uncertain, and ambiguous world we now live in adds to the complexities of leadership. Therefore, organizations need leaders who can anticipate the future and take strategic action. To accomplish and advance organizational goals in a rapidly changing environment, leaders and their teams must implement innovative ideas that include new methods and competitive products and services. When creativity is ingrained into an organization's DNA, daily practices have an increased opportunity for improved growth, engagement, and productivity.

We will explore how forward-thinking leaders select, motivate, and inspire creative thinking and new ideas from their workforce, to turn their organizations into thriving enterprises.

Objectives:

- ✓ Identify new ideas that can be applied to your organization.
- ✓ Create and sustain a culture that fosters ideas into solutions.
- ✓ Foster out-of-the-box thinking.
- ✓ Develop effective critical thinking skills.

Areas of Focus:



The Future is Constantly Changing



Leading for Tomorrow



Strategic Mindsets



The Creative Process



Creating Business Success Through Creativity



Fostering Creative Teams and Workplaces



Practical Solutions for the Future

Leadership Journeys

High-Potential Leaders: *Accelerating Your Impact*

How You Will Benefit:

At the heart of any successful organization are its people. You possess the innate capability to stand out as one of your organization's most valuable pillars. Yet, tapping into this prowess demands self-evolution. With "High-Potential Leaders: Accelerating Your Impact," you'll dive deeper into your leadership persona, understand your indispensable role within a team, and adeptly chart the terrains of your team's ecosystem.

Course Outcomes:

- ✓ Dive deep into your leadership DNA and unearth powerful insights.
- ✓ Amplify both individual and team growth by bolstering your leadership capabilities.
- ✓ Decode your unique communication style and utilize it for enhanced leadership results.
- ✓ Create a perspective that interlinks the tapestry of teams across diverse business arenas.
- ✓ Set sail on a rigorous four-course journey, sculpting your leadership identity, harnessing strengths pivotal for your next leadership frontier, and using what you learn in real-world scenarios.
- ✓ Design your personal roadmap for both immediate impact and long-term evolution.

Your Leadership Journey:

Engage in a four-course managerial exploration, shaping your individual leadership persona, honing essential skills for your role's evolution, and navigating real-world challenges. Tools like the bluSPARC™ 180° Assessment will help you identify current strengths and growth areas. You'll emerge with actionable blueprints to spearhead change back in your organization.

Broaden your horizons as you engage with peer leaders from distinct countries and cultural ethos, creating a melting pot of perspectives. It's not just about learning; it's about experiencing. Our sessions are interactive and transcend traditional classroom confines.

Sessions Delve Into:

Course 1 – Understanding Your Leadership Personality Profile

- ✓ How Your Personality Shapes Your Leadership
- ✓ Crafting Your Leader Identity

Course 2 – The Role of Self-Awareness and Emotional Intelligence

- ✓ Decoding Communication
- ✓ Developing Emotional Intelligence for Greater Personal Effectiveness

Course 3 – Developing Resilience

- ✓ Building Skills That Help You Thrive

Course 4 – Being Part of a High-Performing Team

- ✓ Understanding High-Performing Team Dynamics
- ✓ Developing Your Influence

Join us and shape tomorrow's leadership narrative today.

High-Potential Leaders: *Magnifying Managerial Impact*

How You Will Benefit:

At the heart of every high-performing team is a leader who knows the value of each member. Recognizing this pivotal role, we introduce our groundbreaking course tailored for managers.

You hold the unique ability to be the linchpin in your organization's success. Harnessing this potential requires self-growth and continuous learning. "High-Potential Leaders: Magnifying Managerial Impact" guides you through a deep dive into your managerial essence, helps you grasp your vital role in steering teams, and provides insights into the nuances of your team's operations.

Course Outcomes:

- ✓ Penetrate the depths of your managerial DNA, unveiling insights that set you apart.
- ✓ Boost both personal leadership and your team's growth trajectory.
- ✓ Unravel your distinct communication signature and channel it for optimal managerial outcomes.
- ✓ Embrace a forward-thinking managerial stance that seamlessly develops and builds your team.
- ✓ Learn when to flex your leadership style and what style to use to develop your team.

Your Managerial Journey:

This journey is about transformation. Transition seamlessly from self-leadership to team leadership, culminating in a wider organizational and network impact and organizational influence. Expand your managerial perspectives as you engage with counterparts from varied backgrounds, sectors, and cultures, forming a rich tapestry of insights.

Instruments like the bluSPARC™ 180, Hogan Personality Profile, and Team Assessments will sharpen your awareness of your current strengths and areas for growth.

Sessions Delve Into:

Course 1 – Self Mastry

- ✓ Understanding Your Managerial Identity
- ✓ Influencing with Authenticity

Course 2 – Resilience

- ✓ Demonstrating Resilience
- ✓ Mastering Communication and Psychological Safety

Course 3 – Optimizing Your Team

- ✓ Building and Developing Your Team
- ✓ Flexing Your Situational Leadership Style
- ✓ Cultivating the 3 C's of Collaborative Partnerships

Course 4 – Focus on Key Results

- ✓ Managing Performance to Drive Results
- ✓ Creating a Culture of Team and Organizational Success

Join us. Be the manager who shapes tomorrow's success story today.

Enterprise Leaders: *Becoming a Leader of Leaders – Pathways for Success*

How You Will Benefit:

Intensifying demands for high-performance leadership are pressing teams and organizations everywhere to become more strategic, agile, and proactive. Senior-level executives at the helm of an organization are finding that effective leadership requires them to think more strategically, communicate more persuasively, and act more decisively — all while developing the leadership of those around them.

“Becoming a Leader of Leaders: Pathways for Success” draws on new research and insights — as well as on challenging times and pivotal leadership moments in history — to provide you with strategies to strengthen your leadership and build a highly effective team for getting the job done, both today and tomorrow.

Course Outcomes:

- ✓ Understand the organization from a systems perspective as the foundation for problem-solving and decision-making.
- ✓ Drive strategic alignment and collaboration.
- ✓ Inspire creativity and innovation in your team.
- ✓ Create a market-focused perspective as a precursor to innovating for the future.
- ✓ Develop organizational agility and resilience as an underpinning for transformational leadership.

Your Managerial Journey:

This program focuses on strengthening your capacity to produce results by working across the organization. Highly interactive, “Becoming a Leader of Leaders” blends team exercises, case discussions, and personal development to help align your organizational goals and strategies.

Attending this program will expand your capacity to think strategically, and act decisively, and do so in a way that builds organizational resilience.

Sessions Delve Into:

Course 1 – Thinking Strategically

- ✓ The Strategic Mindset
- ✓ Market Focus

Course 2 – Decision Making

- ✓ Problem Solving
- ✓ Decision Making

Course 3 – Seeing the Organization as a System

- ✓ Enterprise Perspective
- ✓ Systems Thinking

Course 4 – Collaborating Across Boundaries

- ✓ Achieving Strategic Alignment
- ✓ Developing Agile Mindsets

Join us. Be the enterprise leader that moves your organization into goal and strategic alignment.



Let's connect

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