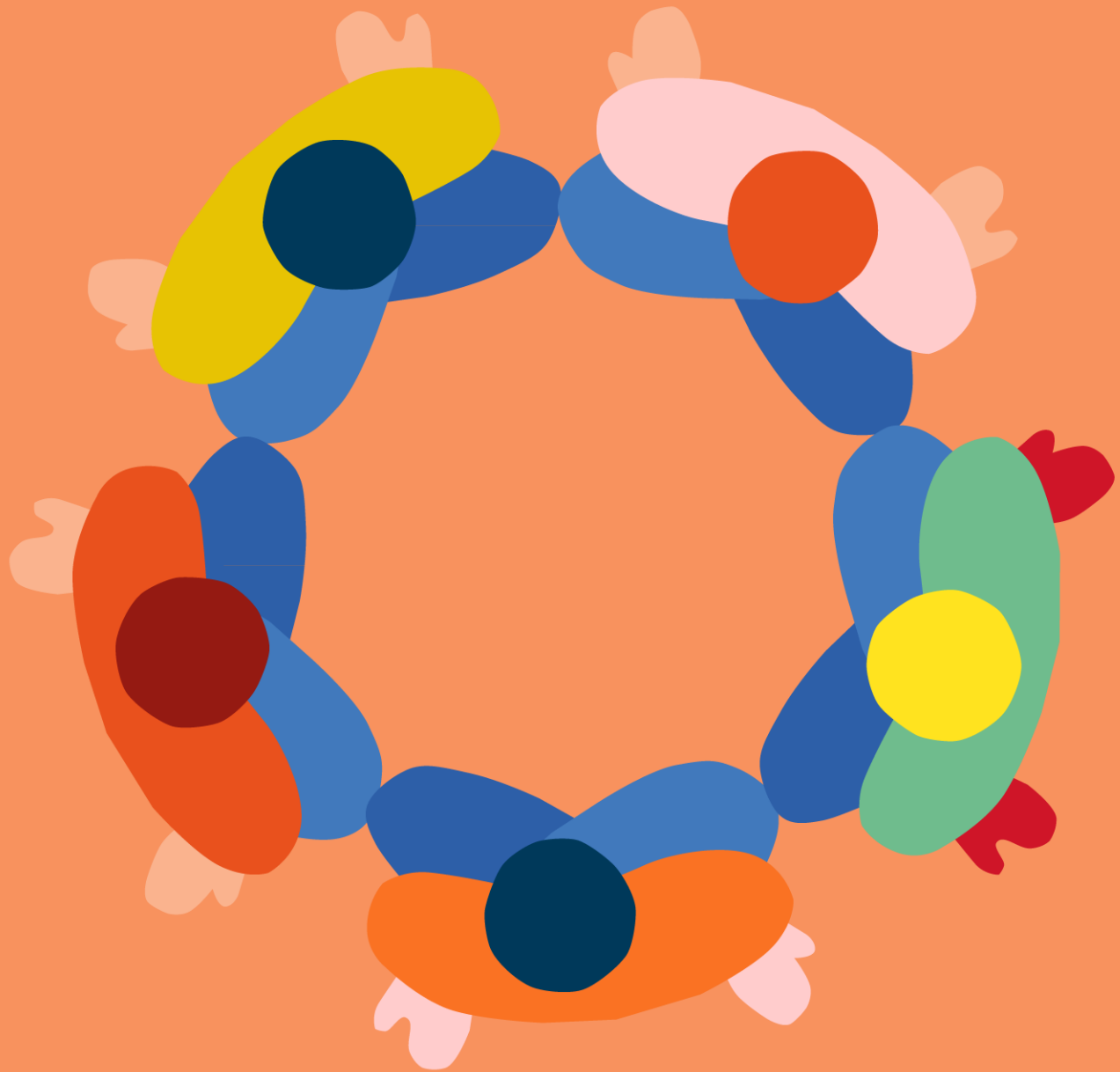


**ELAINE  
BROE**

**LEADERSHIP  
& LEARNING  
EXPERIENCES**

READY-MADE LEARNING EXPERIENCES

# Toolkit Series



### The Toolkit Series

Our changing world requires investment into the development of leaders across your organization. Create accessible learning opportunities for a range of leaders to help them navigate change, lead others and manage their emotional well-being.

“Learning organizations prioritize the development of their people and their skills.”

”

My clients agree, there are many benefits when you bring a diverse group of people together to learn. Leaders connect with people they primarily see on emails, understand shared challenges across the organization, and build more empathy for what others experience in their departments.

At this tipping point in time, your people need to know you’re investing in the skills that will help them navigate the emotional and logistical rollercoaster that many are experiencing. As organizations evolve with changing information and priorities, providing your people with the right tools and a venue to engage in thoughtful dialogue with other peers is invaluable.

A moment when your leaders recognize they’re not alone, can be worth its weight in gold right now. Whether your company is thriving amidst the change or setting a new direction, your people will appreciate the investment and how you walk the talk of the values your organization espouses.



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## Let's Get it Right

I've worked with hundreds of organizations over the years to create meaningful learning experiences with impact. Here are a few lessons learned from past clients that will help set your investment up for success before you make the final decision.

1. **Be clear** on the needs for both the organization and your people. How will this experience create more ease and capacity for those attending? Let your people know we've got the big picture in mind, and this is learning with purpose.
2. **Get buy-in** from the people you're wanting to support and their leaders. Development experiences should feel like an opportunity to have fun and set yourself up for success. Remind people they're valued, and you prioritize their learning.
3. **Know your audience.** Let's have a call and tailor the content, budget and timing to their most pressing needs. We'll identify specific examples that bring meaning to the experience and value the challenges they're facing. This learning is ready-made, not cookie cutter.



### Flexible Options

Depending on your needs, you may want to refine your ready-made experience by adding on a coaching package or a more comprehensive assessment of the learning impact.

#### LEARNING MODULES

These programs have been purposefully designed for accessibility during demanding days where we already spend an inordinate amount of time online. The following workshops are an average of 2- 3 hours but they can be extended or combined to suit the needs of your learning strategy.

#### COACHING

Add a coaching package to your leadership program. Select key people to get extra support and clarity for next steps. Past clients provided continued learning with coaching sessions for each participant before and after the program. Or check out the [Coaching Catalogue](#) for more details.

#### RETURN ON INVESTMENT

Add on the option to measure impact by gathering leader and peer feedback before and after the experience. We'll work together to identify the most effective way to evaluate the impact and demonstrate value to your organization.

#### NOT QUITE READY-MADE

You might want a combination of offerings to meet your leadership needs, or maybe the time investment isn't quite right. Let's talk about on-going learning experiences or combine the best of what you discover in the Ready-Made Catalogue. As an alternative, check out my [Tailor-Made Catalogue](#).

#### NOTE:

The following workshops are all virtual learning experiences with pre and post session resources and the options of a coaching add-on for key leaders on your team.



## About Elaine



Unlike many consultants, I've worked in organizations for the better part of my career, leading teams, navigating politics and getting the work done. I spent 11 years of my career at the Banff Centre, eventually leading program design in the leadership development division. At lululemon athletica, I led the global design of their retail training program with a dynamic team of people.

I am a certified PCC level Executive coach with the International Coaches Federation (ICF), bringing over 1,000 hours of coaching experience, supported by additional certifications in behavioral assessments. With a Master's degree in Leadership, I am an endless resource of tools and approaches that support the changes you want to make.

## What it's Like to Work with Me

”

“I can't believe how much I learned during this design thinking workshop. While learning about different techniques to facilitate design sessions was very valuable, the learning about how to facilitate will help me in all my meetings. Elaine was amazing! She was open, vulnerable, approachable and an expert. It was a great day!”

NICOLE ARKSEY, PRODUCT MANAGER AT COVA



### 1. The EQ Energy Advantage

The ability to recognize and support core human emotions in the workplace has become a requirement of leaders facing the disruption of COVID-19. Emotional intelligence is a skill that supports the rebuilding of trust, talent retention and alignment towards shared goals.

Research has proven that empathy and emotional intelligence support better team functioning and more collaborative results. The challenge is that many leaders don't know what it means, or how to increase their skill as emotionally intelligent leaders. The EQ1 2.0 personalized assessment provides specific behaviours and strategies to develop this skill.

**PRICING:**  
\$6,500 - \$9,000

**BASED ON A  
MAXIMUM OF 25  
PARTICIPANTS**

#### **3-HOUR WORKSHOP:**

- A personalized leader report and debrief
- Examine your EQ strengths in 15 core competencies
- Identify gaps and behaviours that affect relationships
- Commit to an EQ strength and opportunity practice

**PRICING:**  
\$9,900 - \$12,7000

**BASED ON A  
MAXIMUM OF 25  
PARTICIPANTS**

#### **TWO 3-HOUR MODULES WORKSHOP:**

- A personalized leader report and debrief
- Examine your EQ strengths in 15 core competencies
- Identify gaps and behaviours that affect relationships
- Discuss mental and emotional energy quadrants
- Identify energy management experiments to practice
- Explore the impact of stress and impulsiveness on emotions
- Develop your EQ learning map and next steps

**Note:** See page 13 for more details about EQ-i 2.0 Assessments.



## 2. Productive Conflict Behaviours

Conflict is a necessary part of relationships, how we learn, build trust, and innovate. Discover your conflict style, practice the power of empathy and create better habits for being a human.

Receive a personalized Strength Deployment Inventory (SDI) to identify your conflict behaviours and how values influence your communication style. Develop the ability to notice why you're reacting the way you are, practice your ability to defuse emotions and seek solutions over being right.

**PRICING:**

\$6,500 – 9,000

**BASED ON A  
MAXIMUM OF 25  
PARTICIPANTS**

**3-HOUR WORKSHOP:**

- Identify your motivational value system
- Increase awareness of diverse traits
- Examine the stages of conflict in relation to your values
- Build your empathy skills in relationships
- Practice conversation tools with confidence

**Note:** See page 13 for more details about TotalSDI Assessments.





### 3. Mindful Leadership

Identify sustainable practices and strengthen your self-awareness to be a more resilient and capable leader navigating constant change. Uncover the difference between good and bad stress and examine coping patterns to choose energy over exhaustion.

The increase in mindfulness research has soared, and for good reason; you're juggling more demands with technology and the pace of business. Learn about mindfulness as a practice and the science behind your health and long-term well-being.

**PRICING:** \$4,900

**BASED ON A  
MAXIMUM OF 25  
PARTICIPANTS**

**3-HOUR WORKSHOP:**

- Examine the four dimensions of energy
  - Identify and adapt your coping patterns
  - Create strategies for drainers and energizers
  - Practice mindful tools for stressful situations
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## 4. Sustainable Leadership: The Coaching Solution

Create stronger leaders who own their decisions and development with confidence. Practice coaching skills that empower people through thoughtful questions and a simple structure while creating more time for you to focus at the right level on the right things.

This two-module program helps people unlearn old communication habits and practice new skills to coach their peers and teams with greater awareness and results. We live in a fast-paced world, where the quickest way feels most effective. Eventually leaders learn that having all the answers isn't sustainable, nor is it motivating for their people. Ask better questions, listen skillfully and create more ownership as a leader.

**PRICING:** \$4,900

**BASED ON A  
MAXIMUM OF 24  
PARTICIPANTS**

### **3-HOUR WORKSHOP:**

- Increase your coaching awareness
- Identify personal goals for coaching
- Develop your questioning and intuition skills
- Practice a coaching process to set goals
- Receive a set of coaching tools to use after



### 5. Your Leadership Purpose

Leaders deserve a chance to set themselves up for success, especially when many are juggling people needs with getting the day to day work done. You're great at your job, you get promoted and suddenly you need to be skilled at managing and leading people as well. Where's the magic wand?

This program examines the difference between managing and leading, provides good habits for setting goals, managing time and making thoughtful decisions. Create a place for new and emerging leaders to share challenges and gain clarity around the next level of their leadership journey.

**PRICING:** \$4,900

**BASED ON A  
MAXIMUM OF 25  
PARTICIPANTS**

**2.5-HOUR WORKSHOP:**

- Reconnect with your personal values
  - Identify your leadership strengths & gaps
  - Examine how you prioritize and track your time
  - Develop a network map for building relationships
- 



## Assessments

I see great value in using assessments and tools in learning experiences, if they are self-validated by the learner and used as a form of feedback and exploration into our strengths and blind spots. It's important to set the right support with any self-scored tool, to avoid putting ourselves and others into overly simplified boxes.

I still remember the first personal assessment I completed and how it provided me with a language to better describe my strengths and identify how being on auto-pilot with my preferred style may impact others. These types of assessments can be useful for:

- New leaders examining their development needs
  - Established leaders uncovering blind spots
  - Teams seeking to understand how they work together
  - Individuals learning to adapt their style for others
  - Getting specific about communication and relational behaviours
- 

## DiSC

DiSC is a quadrant model based on the work of Dr. William Moulton Marston (1893-1947) to examine the behaviour of individuals in their environment. There are four main personality dimensions or traits within the DiSC model which participants self-score on:

- Dominance: Describes the way you deal with problems, assert yourself and control situations
- Influence: Describes the way you deal with people, the way you communicate and relate to others
- Steadiness: Describes your temperament – patience, persistence, and thoughtfulness
- Compliance: Describes how you approach and organize your activity, procedures and responsibilities



### MBTI

MBTI is an introspective self-report questionnaire that reveals differing psychological preferences in how people perceive the world around them. Developed by Katharine Cook Briggs and Isabel Briggs Myers, it is based on the conceptual theory proposed by Carl Jung. The underlying assumption of the MBTI is that we all have specific preferences in the way we construe our experiences, and these preferences underlie our interests, needs, values, and motivation. They affect our preferred work environments, communication needs, and how we make decisions:

- Attitudes: extraversion/introversion
- Functions: sensing/intuition and thinking/feeling
- Lifestyle preferences: judging/perception

### TOTALSDI

TotalSDI focuses on the motives that drive behaviours, when things are going well and when we're in stages of conflict. Get to the heart of what people value and notice how those differences impact our relationships. With the TotalSDI, you examine the stages of conflict, what people prioritize and how to better adapt and communicate in any situation. Examine your distinct combination of motivational styles:

- Performance / Results
- People / Relationships
- Process / Systems

### EQI 2.0

The Emotional Quotient Inventory (EQ-i 2.0) assesses emotional and social intelligence which helps you to understand the emotional competencies of an individual. We talk a lot about building more empathy and creating psychologically safe environments and this tool helps you understand your strengths and weaknesses in 15 competencies. You can select a 'self-rater' instrument or the multi-rater EQ 360 for feedback from other respondents in five composite areas:

- Stress management
- Self-Perception
- Self-Expression
- Interpersonal
- Decision Making





Shall we begin?

Email me to book a consultation call: [info@elainebroe.com](mailto:info@elainebroe.com)

