



motivate | **INSPIRE** | change the game

S M A R T LEADERSHIP ACADEMY

SMART LEADERSHIP ACADEMY

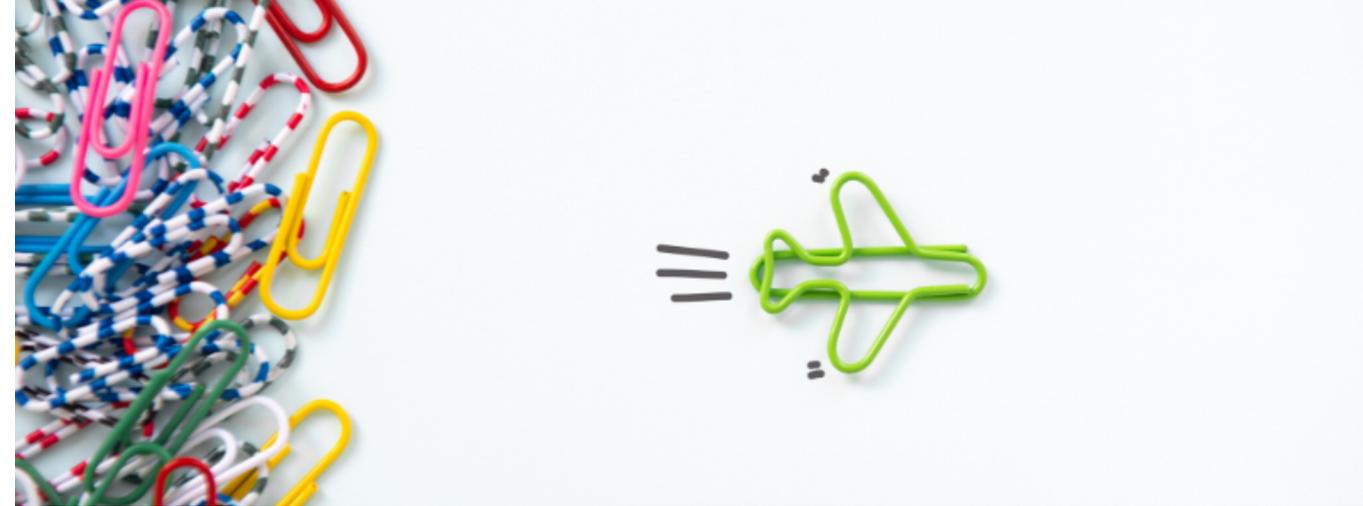
Great managers are the key to engaging and retaining employees and sustaining a healthy workplace culture. The number one reason people both stay at and leave their jobs is their relationship with their manager. Without adequate training and support, leaders can struggle in their management roles which leads to employee disengagement, turnover, and an abundance of HR issues.

Whether you're a business owner, senior leader, or mid-level manager, your leadership competence will impact your team and your organization. The ACADEMY sets you on a journey of self-discovery and leadership growth that will propel you toward confidence and success with your team and in your business.

Experience the profound impact when management growth is supported and strong leaders are developed - teams are inspired and companies achieve greater success.

The ACADEMY Experience

- Cohort-based, peer-supported learning
- Practical, hands-on workplace applications
- Relevant, responsive curriculum
- Leadership tools and strategies
- Fun, relaxed learning environment
- Multi-level accountability
- In-class learning and one-on-one coaching



Join us on the journey!

“I really enjoyed the range of backgrounds of the people in the cohort. I found the exercises around discovering my values and getting to know myself as a leader particularly valuable.”

*Jillan Valpy
Craigdarroch Castle*

“It was a great place to step back and look at the big picture, especially when a pandemic suddenly emerged and we all had to shift gears.”

*Blaise McDonald
Mac Renovations*

“I can't wait to share what I've learned with my team!”

*Susan Renton
Hansbraun Investments Ltd.*

“The highlights for me were spending time with high calibre, engaged leaders and the depth of the curriculum - setting the bar high. There is enormous potential for me to grow, using this material with my team moving forward.”

*Peter Richardson
Level Ground Coffee*





The ACADEMY

The Smart **Leadership** ACADEMY is a unique opportunity for leaders at any level in their organization. Using an engaging, practical approach to skills development and confidence-building, the ACADEMY brings together business owners and managers from a variety of industries and businesses who are willing to challenge their assumptions and learn how to lead better. You'll learn with like-minded, committed professionals, experience peer and workplace accountability and engage with curriculum that tackles the issues leaders are dealing with today.

LEADERSHIP is about making others **BETTER** as a result of your presence, and making **SURE** that impact lasts in your **ABSENCE**.

The Academy focuses on helping participants understand leadership from different perspectives and hone their people-management skills. It's a six-month cohort-based program consisting of formal in-classroom instruction, online activities, facilitated group activities, peer support and accountability, personal coaching and the opportunity to plan how they will apply what they learn every month.

A comprehensive take-away manual of the course material is provided to enhance retention and serve as a resource guide for future reference.

Part 1 - Leading Self

Understanding self is essential to being an effective leader. In Part 1 of the program, participants will:

- Learn what leadership is and what is unique about their leadership role
- Explore who they are and how they're wired to lead through the [Lumina assessment](#)
- Clarify their personal and professional values
- Gain strategies to develop resilience and lead from a place of strength

Part 1 - Leading Teams

Strategies for effective team leadership flow from self-leadership. Part 2 uses learning from Part 1 and applies them to team leadership. Participants will:

- Discover how to build trust and strong team relationships
- Learn how to build, motivate and inspire their teams
- Improve communication skills, including offering feedback and dealing with performance issues
- Learn to navigate conflict without fear

Part 3 - Leading Organizations

Leading teams and delivering on organizational goals can be tricky. Part 3 shows participants how to:

- Lead their teams and support their leaders
- Deliver the most value to the organization
- Define and sustain a healthy, vibrant culture
- Lead teams through organizational change
- Avoid burnout and sustain capacity



Academy Facilitator

For over 15 years **Ingrid Vaughan** has worked with and for small businesses in senior HR management roles. She launched Smart HR in 2015 and has been working with small business owners to develop effective HR programs and systems.

Throughout her career, Ingrid has

clearly seen the difference great leaders make in creating and sustaining strong organizational cultures. That's why she founded the **Smart Leadership ACADEMY**, focused on training and coaching business owners and managers to grow their skill and confidence with managing their people. The **ACADEMY** was developed as a platform for leaders to learn together. Ingrid believes a cohort-based model that includes shared experiences and accountability is highly effective for sustained learning and ongoing leadership effectiveness.

Kathryn Dafos, Endless Potential Strategic Planning



Kathryn joins the Academy team to deliver the Lumina Spark Assessment. Lumina Spark inspires people to develop skills most needed in the workplace - adaptability, agility, growth mind-set, partnering, authenticity and the ability to lead self and others. Each participant receives a comprehensive report and a 90 minute debrief on their specific style and how it impacts their leadership.



For more information contact Ingrid at 250-661-2908 or email ingrid@smart-hr.ca
Visit the leadership page on our website: [Smart HR Leadership](#)

Ready to take the next step in your leadership development?

Click below to enrol in the upcoming intakes:

[January 2021](#)

[September 2021](#)

What you'll gain from your investment

- Reduce your company's HR problems and issues.
- Use your unique leadership style, strengths and experience to their full advantage.
- Build team relationships and leadership adaptability.
- Develop high-performance habits that lead to confidence and resilience.
- Support the development of leaders within in your company.
- Motivate and inspire your team without burning out.
- Find and retain the people who are best fits for your company.
- Build and sustain a healthy, positive, engaged culture.
- Maximize your team's performance to grow your business and your bottom line.

"As team members are pushed into a leadership role - often because of unplanned transitions rather than well-planned successions - individuals are most often unprepared to be THE leader. As organizations, we need to do a better job of preparing true leaders, not just those that have great technical skill."

Blast Engagement, 2017



Your Investment

Six-month cohort-based program (8-12 participants) includes:

- Nine full days of training (alternating 1-2 per month)
- Two hours per month of one-on-one coaching
- Detailed curriculum/reference manual
- Guest sessions from seasoned business leaders
- Books to enhance students' learning experience with the curriculum
- Breakout work assignments with cohort to re-enforce learning
- On-demand email support during length of program
- Updates with sponsors to monitor progress and ensure results
- Smart Leadership Academy Certificate

\$4,750 (+ GST) per participant