



LEADERZONE

Training catalog



AWAKENING ALTRUISTIC
AND EFFECTIVE LEADERSHIP

LeaderZone on a mission

In an era of profound and continuous transformations, modernizing leadership is an imperative necessity for any organization wishing to evolve and sustain its activities.

Are your executives, managers, or professionals aware of their immense potential and do they aspire to harness their power to influence their environment, the people they support, and organizational results?

What means will be essential for them to establish unshakeable trust within their teams, promote employee well-being and optimize performance?

LeaderZone is a collective of passionate experts dedicated to supporting your emerging and seasoned leaders in their development. For us, leadership development is a continuous learning journey aimed at innovative progression and sustainable results.

Let us help you **inspire your leaders to be leaders!**

The LeaderZone approach

- **Pragmatic and dynamic interventions**
They allow participants to become aware, to exchange, to learn and above all to take direct action.
- **Concrete and directly applicable content**
They are based on transformative learning objectives, supported by a clear and coherent common thread.
- **A tailor-made offer**
Tailored to your unique organizational culture, with flexible formats: virtual, in-person, or co-modal.
- **Modular workshops**
Lasting 2 to 3 hours and spaced 2 to 3 weeks apart, they bring together optimal cohorts of 12 participants on average and promote progressive and interactive learning.
- **Senior and experienced trainers**
They prioritize a high level of participation and coaching-style facilitation, ensuring that all participants are included, regardless of their learning preferences.
- **A diversity of andragogical activities**
Popularization of scientific theories and models, concrete examples, inspiring stories, reflection exercises, group coaching, analysis of real cases, demonstrations, role plays, diagnostics, experiments, quizzes and serious mini-games.
- **From support to sustainable learning**
Involvement of participant managers, preparatory work, transferable concrete tools, simplified graphics serving as memory aids and post-training missions to maximize the impact of learning.





Why this catalog?

Because we want to inspire you and guide you in choosing the training courses that will transform your practices!

At LeaderZone, we firmly believe that training spread over several workshops offers far more impact than one intensive day. Why? Because learning spread out over time promotes better concept retention, more robust application in everyday life, and, above all, lasting results.

Thematic areas

Zone 101

Emerging
Leadership

Zone 201

Operational
Leadership

Zone 301

Tactical
Leadership

Zone 401

Strategic
Leadership

Do you want to explore a specific theme or develop a broader range of skills?
Let yourself be inspired by the following suggestions and, above all, **let's meet!**

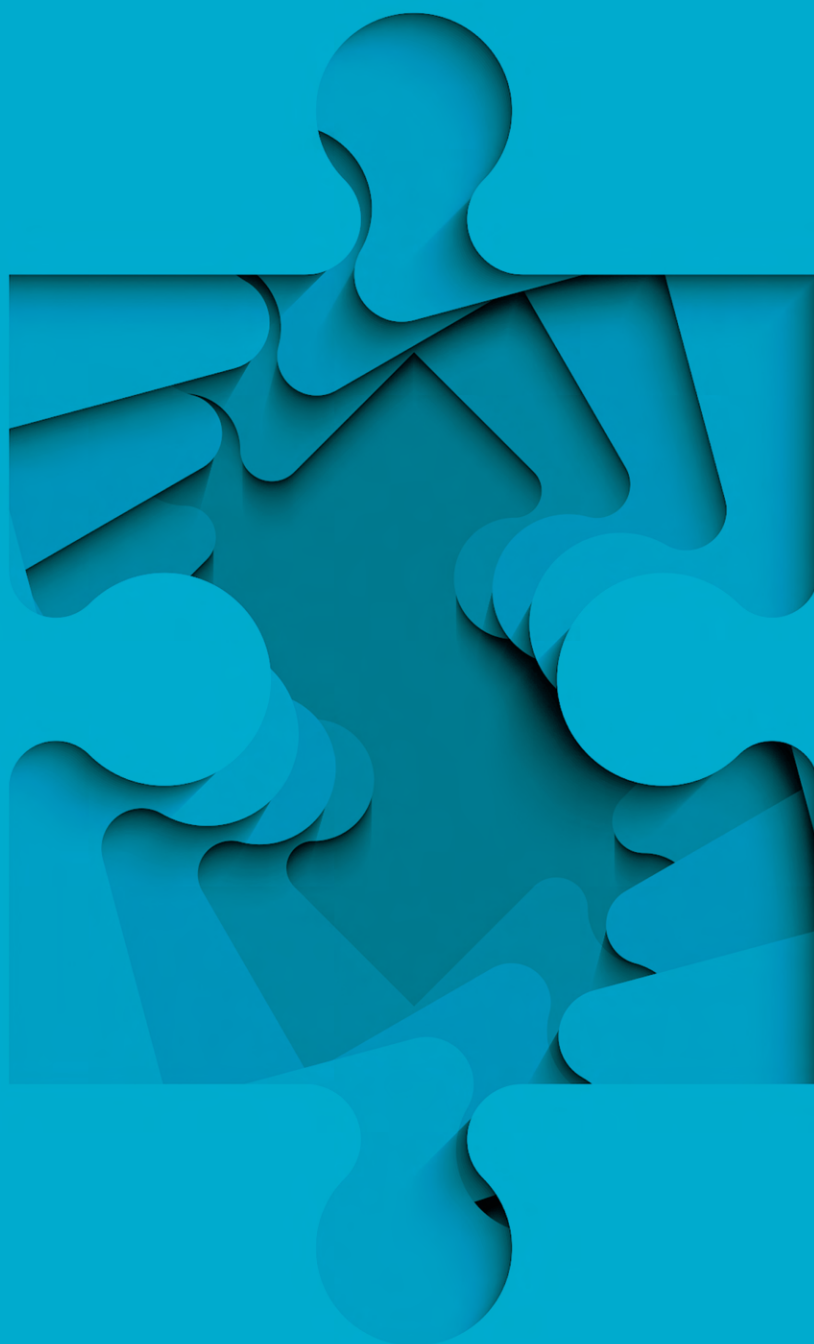
Together, we will create a tailor-made formula, perfectly aligned with your organizational culture, the unique context of your organization and the specific needs of your leaders.

<https://leaderzone.ca/en/contact>



EMERGING LEADERSHIP

For those new to a leadership role or looking to build on their essential foundations, this area is designed to develop the necessary fundamental skills and enable them to confidently advance in their responsibilities.



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Moving from colleague to manager

Position yourself as a credible and inspiring leader within your team.

- Real-life stories: exploring unpleasant manager behavior.
- The 3 dimensions of leadership: authority, credibility and proximity.
- Self-diagnosis: identifying the pitfalls of emerging leaders.
- Essential skills for success.
- Updating your purpose and values as a leader.
- Relationship mapping: taking your place within the management team and building strategic relationships.

B

Demonstrate emotional intelligence (EI)

Decode your emotions and those of others and act to promote constructive interactions.

- Exploring the components of EI in modern leadership.
- Plutchik's wheel of emotions: identify and name your emotions to better manage them.
- Recognize the triggers that activate our intense reactions and learn how to respond to them.
- The ladder of inference: decoding the interpretations that influence emotional responses.
- Transactional analysis: understanding and managing emotionally charged exchanges.
- The emotional grid: learning to maintain it, while taking care of those of others.

C

Manage your operations by delegating

Delegate effectively and empower your employees to optimize operational results.

- The leader's responsibilities in operational cycles.
- The difference between « assigning tasks » and « delegating responsibilities. »
- Defining and communicating clear and engaging objectives with SMARTER+.
- Identification of obstacles to effective delegation and ways to overcome them.
- Creating an environment conducive to productivity.
- The six steps to effective and practical delegation of preparation.

D

Provide engaging feedback

Provide feedback to support employee development and strengthen engagement.

- The different types of feedback and their positive or negative impacts.
- The essential conditions for nourishing, sincere and constructive feedback.
- The emotional dimension of feedback that is difficult to give or receive.
- The POISE (Why, Observations, Impact, Solution, Engagement) technique to structure the conversation.
- Recognition as a lever for engagement.
- Practices of authentic and specific recognition.

E

Prioritize priorities

Adopt effective methods to manage priorities, reduce stress and optimize productivity.

- The balance wheel: identifying key areas to manage to maintain work-life balance.
- Procrastination, pressure, stress management and efficiency: adopting strategies to overcome them.
- Creating and maintaining a culture of punctuality within the team.
- The priority matrix: organizing yourself to work on what's essential.
- Practical tips : emails, to-do lists, calendars and meetings to maximize efficiency.
- Negotiate and assert yourself in the face of unexpected requests.



OPERATIONAL LEADERSHIP

This area is designed for leaders wishing to refine and strengthen their leadership practices in an operational context. It focuses on enhancing the key skills needed to achieve tangible results through optimal day-to-day management and informed decision-making.



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Adapt your communication

Master the keys to communication to ensure understanding, engagement and collaboration.

- Communication as a transversal leadership skill: practical tips and adapted tools.
- Practical tips and tools tailored to people and circumstances.
- The pitfalls of listening and best practices for improving the quality of exchanges.
- The 4 colors of communication: characteristics and behaviors (directive, analytical, expressive and friendly).
- Adapting to the 4 colors: modulating your message and your interactions to be heard and understood.

B

Coach and empower

Develop your leadership-coach skills to inspire and empower your colleagues towards solutions.

- The leader's hats (operational management, mobilization, training, mentoring, coaching).
- The leader-coach posture and its advantages.
- The favorable climate to create an open environment, conducive to trust and expression.
- The art of asking open-ended questions that encourage reflection and the discovery of solutions for oneself.
- The SCORE model for structuring conversations (symptoms, causes, objectives, resources, commitment) to guide coaching conversations in an effective and structured manner.

C

Bouncing back from difficult situations

Analyze the underlying reasons for difficult situations and support employees in difficulty.

- Inventory and understanding of difficult situations.
- Karpman Drama triangle (Victim, Persecutor, Rescuer) and how to avoid it
- The importance of intervening quickly and effectively.
- Performance gap analysis: awareness, framework, capabilities, conviction.
- Conflict prevention and mediation.
- Frank conversations with the 20Rs that feel good.

D

Mobilize the team and promote collaboration

Align your employees with objectives and engage them to achieve collective results.

- The difference between motivation and mobilization.
- Job satisfaction factors and levers that influence employee experience.
- Maslow's pyramid through the lens of mobilization.
- Psychological safety and accountability, a perfect mix.
- Team dysfunction: identifying the signs and rethinking strategies to restore harmony
- Collaborative tools: optimizing their use to improve efficiency and streamline exchanges.

E

Conducting productive meetings

Prepare effective meetings and lead them dynamically to stimulate interaction.

- Climate: create an environment conducive to collaboration, where everyone feels listened to and motivated to participate actively.
- Content: define the different types of sequences and prepare a clear and precise agenda.
- The process: ensuring a smooth and optimal flow, while ensuring that the meeting's objectives are achieved.
- Tools: maximize the use of available technologies to enrich exchanges.
- Facilitation: using impactful communication tips and managing difficult participation.
- Follow-up: summarize the decisions taken, the actions to be taken and the designated managers.



TACTICAL LEADERSHIP

This area is designed for leaders who want to strengthen their strategic influence and develop their ability to manage and inspire management teams. It allows them to focus on maximizing personal impact while ensuring effective management of middle leaders.



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Support through changes

Support your employees during transitions and adapt changes to their realities.

- Bareil model: identifying and understanding states of mind.
- The emotional roller coaster: understanding the experience to better intervene.
- The management process: exploring the steps from identifying issues to implementation.
- Engaging communication of change: reasons, benefits, expectations and buy-in.
- The needs behind resistance: decoding them and responding constructively.
- Approaches to support: choosing methods suited to specific situations.

B

Engage in continuous improvement

Involve the team in the process of identifying problems and developing solutions.

- Team maturity for improvement: assessing the level at which the team is ready to commit.
- Operational waste analysis: identifying inefficiencies and waste in processes.
- Prioritizing initiatives: prioritizing the actions to be taken to maximize the impact and efficiency of improvements.
- Essential improvement tools: the 5 Whys, the Ishikawa diagram, brainstorming and the decision tree.
- Practices in small teams.

C

Developing skills

Promote continuous learning and use andragogical approaches to develop talents.

- The mindset oriented towards dynamic learning rather than traditional training.
- The talent matrix to better identify needs.
- The principles of andragogy considering experience and specific needs.
- Development goals to guide learning efforts.
- Development plans in action: activities according to the 70.20.10 model (experiential, social or formal).

D

Deliver impactful presentations

Captivate your audience with dynamic and convincing presentations to gain buy-in.

- The 4 pillars: credibility, connections, emotions and simplicity.
- 11 proven templates for organizing ideas and structuring content.
- Creation of compelling visuals to support messages and capture attention without distracting.
- The art of storytelling to make presentations more human and engaging.
- Questions to stimulate interaction and encourage active participation.
- Audience management is difficult.

E

Act inclusively and equitably

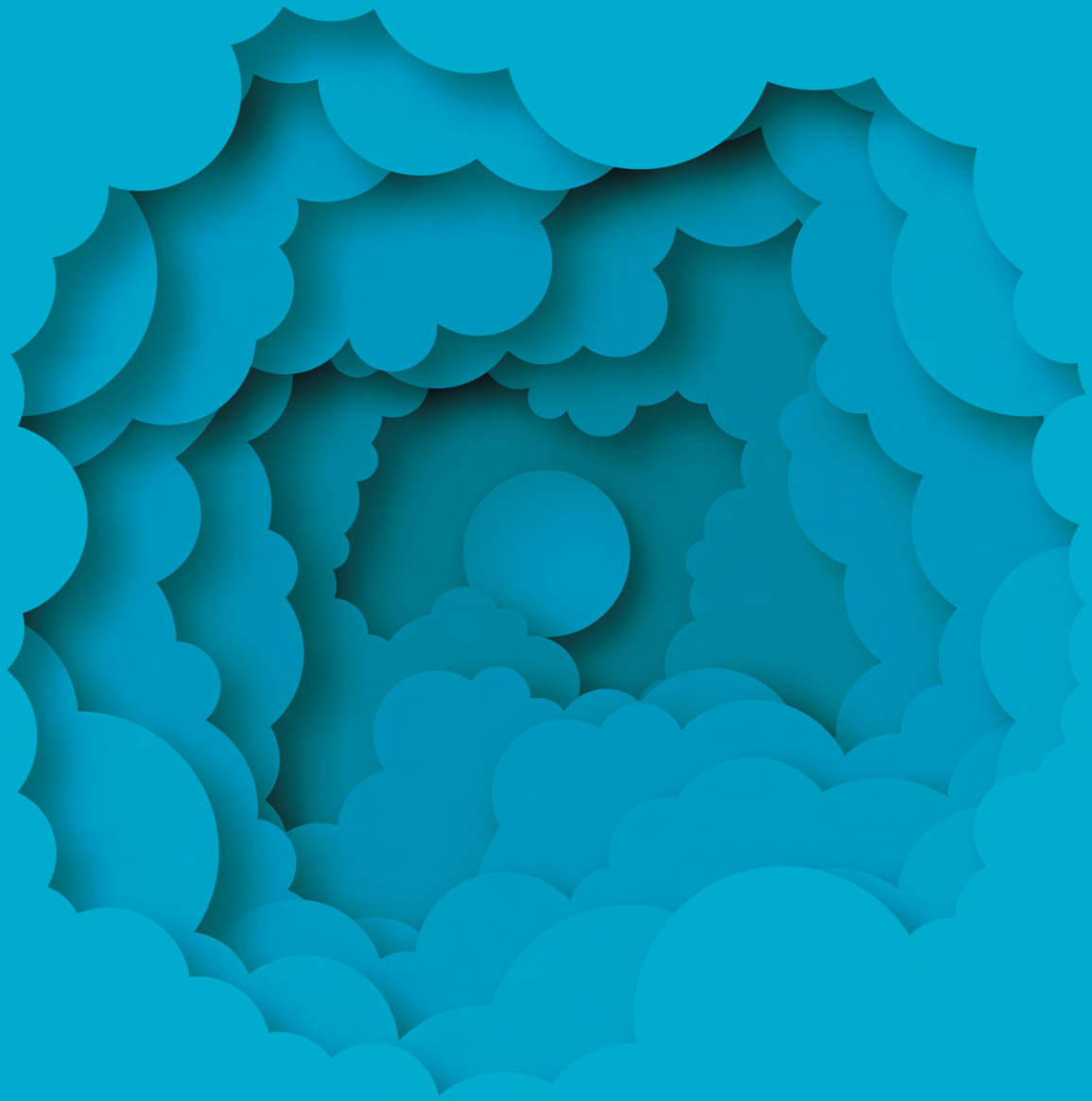
Value diversity and create an environment where every individual feels included and respected.

- Diversity and the risks of unconscious exclusion: recognizing the biases that can influence actions and decisions.
- Inclusion defined: valuing uniqueness and developing a sense of belonging.
- Behaviors to adopt to actively support diversity and remain a true ally of inclusion.
- Microaggression situations or awkward gestures: identify them and react constructively.
- Equity: creating equal opportunities for all.



STRATEGIC LEADERSHIP

In this zone, you will develop a more holistic view, capable of integrating holistic approaches and long-term projections. Emphasis will be placed on the ability to navigate complex environments while adopting a systemic approach, anticipating future trends, and making informed decisions.



FOR
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FUTURE

A Think and plan strategically

Moving from operational reactivity to strategic proactivity.

- The strategic, thoughtful and proactive posture in relation to the current context.
- Personal purpose and its alignment with that of the organization.
- Analyzing and transforming data into strategic interpretations for informed decisions.
- Creating opportunities and detecting threats and new market realities.
- Anticipation and making major decisions that will guide the future of the company.

B Dare to be the leader

Identify your limiting beliefs and establish a personal strategy to overcome your vulnerabilities.

- The personal inventory of situations that require courage and their intimate link with the notion of fear.
- The transition from the comfort zone to the surpassing zone and then to the courage zone.
- The 4 types of courage: speaking out, trying, trusting, accepting criticism.
- The profile of a courageous leader: taking calculated risks and challenging the status quo while remaining true to one's values.
- Analyzing a particular situation and adopting a courageous strategy for action, or not.

C Navigating through complexity

Lead your team with agility when everything is constantly changing.

- The BANI world and the means to transform it (move from Breakable - Anxious - Non-linear - Incomprehensible to Brave - Agile - Innovative - Intelligible).
- The Stacey matrix: acting differently through simple, complicated, complex or chaotic situations.
- The qualities of a good sailor: a growth mindset, courage and resilience.
- The development of organizational agility capable of responding to challenges.

D Amplify your influence

Analyze political dynamics and develop ethical influence strategies to increase impact.

- Ethical and non-manipulatory political games: staying aligned with ethical and transparent practices.
- Credible and influential positioning in the network.
- The 6-step influence strategy.
- Mapping a political environment: analyzing key relationships and actors.
- 3 approaches and 9 influence tactics (Claudio Feser model).

E Manage business relationships

Strengthen collaborative relationships, transform silos into innovative co-creation initiatives and deliver strategic added value.

- BRM (Business Relationship Management) and its major impacts in creating long-term beneficial partnerships.
- Stakeholders: understanding different perspectives and expectations to better meet needs.
- The qualities of a business relationship manager.
- Map the business relationships of a specific project.

Support from the learner's immediate manager

Roadmap with strategies and tools for transferring learning into action.

