

**CERTIFICATE IN ESTABLISHING
HEALTHY
WORKPLACE
PRACTICES & TEAMS**



PERFORMANCE LEADERSHIP INSTITUTE



EXPLORE THE STRATEGIES FOR CREATING HEALTHY WORKPLACE PRACTICES AND HIGH PERFORMING TEAMS

The Certificate in Establishing Healthy Workplace Practices & Teams is the ideal tool to give you that competitive advantage with regard to developing an understanding of what a healthy team looks like starting with communication and going all the way through to teamwork. All of our processes from inception to conclusion begin with sustainability as front of mind. What we offer is simple, transferable across any industry or sector and most of all sustainable. Clients have learned to change perspective and welcome problems for what they are: opportunities.

This is where the Performance Leadership Institute can help. This Certificate will equip you with the training, perspective and tools to create a basic understanding of the key components of what a healthy workplace looks like, its impact upon management and their teams, and how this drives performance and operational excellence. You will never need to guess where you and your team are with regard to the state of the relationships on the team and neither will they. What's more is that you will actually start to enjoy what you do, and you team will become your greatest asset rather than a burden.

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Day 1 - Coherence

Management/Team Challenge: Key Aspects of Establishing a Team

Management/Team Challenge: Establishing a Common Understanding of "Team"

Management/Team Challenge: Individual Profiles & Team Dynamics

Day 2 – Challenge – What is a Healthy Workplace?

Management/Team Challenge: Healthy vs Unhealthy?

Management/Team Challenge: Conflict Management

Management/Team Challenge: Healthy Workplace Practices

Day 3 – Context

Management/Team Challenge: Staff and Employer Responsibilities for Dealing with Bullying and Harassment

Management/Team Challenge: The Issues and Impact of Bullying

Management/Team Challenge: STEP UP: Creating a Workplace Framework for Dealing with Bullying and Harassment

James was able to help our team identify the issues that were plaguing us and develop a common understanding and approach with regard to how we wanted to deal with them.

We came to know and understand each other in ways we had not done before. We ended our session feeling that we had the tools and understanding needed to go back and create the kind of workplace we would all want to be part of.

*Not for Profit Sector,
Supervisor*



Special program features:

- Small group sessions (10-20 max) that will relate directly to your work
- Hands-on study to practice the latest research around change and tools linked to your work
- Additional post-program coaching sessions for 1-month post session
- Final assignment that allows you to transfer knowledge to your work

In this program you will learn to:

- Understand how you think and act as a leader/team with a healthy culture
- Apply principled leadership approaches and a common understanding of what constitutes healthy workplace practices.
- Apply an understanding of bullying and harassment to promote healthy relationships on your team
- As a team to define and develop your own healthy practices
- Learn to engage in active supervision
- Cultivate a healthy, high-performing organizational culture
- Strengthen communication and teamwork
- Be able to demonstrate that your team is healthy and engaged

Contact

About James

James comes with over 30 years of leadership experience in a variety of settings beginning with the Canadian Armed Forces, Principal and Leader in Education at both Secondary and Post-Secondary levels, and as a Leadership Training Consultant and Mentor to large and small businesses. His responsibilities have involved such things as program development, training of supervisory staff, curriculum development and project management, board development and development of corporate or industry metrics for performance assessment and improvement. He is an accomplished trainer, facilitator, Certified Prosci Change Manager, Certified DISC group facilitator and a Toastmaster.

Cost & Financial Assistance

The cost for this three-day (24 hours of instruction) program is \$900/person plus GST.

Companies in Alberta qualify for a Canada Alberta Job Grant that will cover **two thirds (2/3)** of the cost of the certificate. (For example as an employer you would pay \$300 total per person for this training) Contact us to find out more about this grant.

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