

# LEADING CHANGE IN AN OPERATIONAL EXCELLENCE SETTING



PERFORMANCE LEADERSHIP INSTITUTE



MASTER THE STRATEGIES TO CREATE YOUR OWN OPERATIONAL EXCELLENCE CULTURE AND HIGH PERFORMING TEAMS IN A CHANGING WORKPLACE

The Certificate in Performance Leadership is the ideal tool to give you that competitive advantage with regard to developing leading performance on your team. 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. A Certificate in Performance Leadership will equip you with the training, perspective and tools to use a basic understanding of change and its impact upon management and their teams to drive performance and operational excellence. You will never need to guess where you and your team are with regard to performance and neither will they. What's more is that you will actually start to enjoy what you do and your team will become your greatest asset rather than a burden.

## CERTIFICATE IN LEADING CHANGE IN AN OPERATIONAL EXCELLENCE SETTING

### Day 1 - Coherence

Management/Team Challenge: Understanding The Need

Management/Team Challenge: Management & Team Approach (Philosophy, Vision & Structure)

Management/Team Challenge: Identifying & Driving Change using the ADKAR model.

### Day 2 – Challenge – Driving Performance In A Change Setting

Management/Team Challenge: Change Starts With You

Management/Team Challenge: Introduction to ADKAR

Management/Team Challenge: Understanding Change to Drive Performance

### Day 3 - Continuity

Management/Team Challenge: Identifying Gaps in The Change Process

Management/Team Challenge: Using Change Effectively to Maintain and Grow Margins

Management/Team Challenge: Driving Key Performance Improvement Needs & Habits

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*James was able to help me evolve my leadership and in turn strengthen our team. These tools have made an ever-lasting improvement for our group.*

*Performance Leadership has helped us strive to achieve many improvements and goals.*

*Performance Leadership continues to help us find more opportunities for further improvements as well.*

*What I found most exciting was not only our improvement in performance but also the amazing engagement I got with my Team.*

*They were not only performing they were having fun!*

*Chris W, 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 in an OE culture
- Apply principled leadership approaches
- Apply tenets of change methods to drive performance on your team
- As a team to develop your own metrics to drive change and performance
- Use opportunities lists to continue the process of innovation
- Learn to engage in active supervision
- Cultivate a healthy, high-performing organizational culture
- Strengthen accountability and engagement
- Be able to demonstrate that your team is managing change and high performance

### 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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## Contact

Phone: 403-470-0259

[james@performanceleadershipinstitute.com](mailto:james@performanceleadershipinstitute.com)