

# Leadership Skills Training

## ABC's of Leadership

### ABC's of Leadership: Active Listening, Buy-In, and Crucial Conversations

Elevate your leadership skills with this engaging, industry-focused workshop designed for professionals in commercial construction, architecture, and engineering. Learn the ABC's of Leadership framework, including:

- **Active Listening** - Develop skills to overcome barriers to understanding and foster stronger connections
- **Buy-In** - Gain commitment and alignment from teams and stakeholders
- **Crucial Conversations** - Address challenges through structured conversations using the CPR model (Content, Pattern, Relationship)
- **Change Management** – Explore the Kubler-Ross Change Curve to acknowledge loss as a strategy for change efficiency

## Create a Culture of Feedback

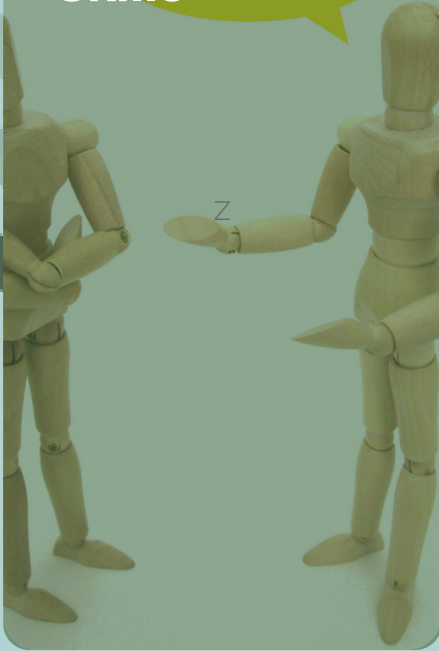
### Create a Culture of Feedback

Many of us want to receive feedback to learn and grow. However, it can be hard to hear how we might be missing the mark. In this leadership skills training, you will explore:

- What's triggered when we receive feedback, and what do about it
- Different types of feedback
- How to get the feedback you desire
- The impact of our ability to receive feedback
- Delivering effective feedback

# Leadership Skills Training

## Effective Conversation Skills



### Effective Conversation Skills

Does the thought of a hard conversation fill you with dread? Do you avoid holding people accountable because you're worried about how they will respond? Do you worry about hurting someone's feelings in feedback conversations? You're not alone!

Many of us shy away from tricky conversations because we're unsure what to say, or we fear making the situation worse.

In this interactive training, you'll learn:

- **The 3 essential skills** to navigate all types of conversations skillfully
- **What happens biologically** when we experience a high emotional experience
- Techniques to **regulate emotional responses**
- The difference between **healthy and unhealthy conflict**
- **Types of conflict** and your conflict tendencies

## Individual Change Management



### Individual Change Management

Why is change sometimes hard? Typically, when something is changing, it means something else is ending. There is a natural emotional process that occurs as we navigate the transition.

In this leadership skills training, we'll explore:

- The **emotional response** to change
- Your **natural reaction** to change
- **Where you might get stuck** in change
- Strategies to **get unstuck** more quickly

# Leadership Skills Training

## Navigating Change in the Workplace



### Navigating Change in the Workplace

Change is constant in today's fast-paced environment, making adaptability essential. Yet, navigating change can be challenging. Why is that? And how can we thrive through transitions?

In this interactive workshop, you'll:

- **Understand Your Emotional Response to Change:** Learn why change feels hard and recognize your natural reactions
- **Identify Sticking Points:** Discover areas of resistance and how to move forward confidently
- **Build Resilience:** Gain techniques to shift your mindset, manage stress, and stay productive
- **Prepare for Future Challenges:** Learn strategies to adapt effectively to new roles, processes, or uncertainties

After this skills training, leaders will have tools to embrace change, foster resilience, and navigate uncertainty with clarity and confidence.

## What You Get

- **60-minute discovery session** to identify pain points and goals
- **90-minute** facilitated team training around the chosen topic
- **Practical exercises** for application to real-world scenarios
- Access to **habit-builder** technology for sustainable change
- 30-minute **follow up session**