



RE-VISION + RE-POSITION + RE-FUEL

For Leaders, Teams and Councils

PROGRAM OUTLINE

Municipal Leadership Initiatives (MLI) is a program we have designed to address the unique challenges facing municipalities. We sum up these challenges using 3 phrases:

“We are reaction fatigued”

We need to move from not just reacting to what is, to casting a fresh vision of what could be.

“We are situationally exhausted”

We need to move from being driven by the circumstances to leading with desired outcomes and celebrating the wins

“We are relationally depleted”

We need to move from going through the motions to refueling our trust, empowerment, confidence in ourselves and each other.

In response, the MLI program will equip municipal leaders and their teams in the skills of teamwork, communication and leadership needed to help the municipality reach its goals and desired outcomes.

PROGRAM ELEMENTS

MLI contains several different offerings based on the number of people (individual or team), and their position in the municipality. Each offering contains a combination of several key elements. The products/services that are available to individuals or teams include:

1) One on one coaching

In all format options geared towards individuals we include a package of one-to-one coaching sessions that can be delivered both in person or online. You will have access to your own leadership coach who will help craft a success plan to reach your personal and organizational goals. All along the way you will have access to coaching diagnostics and tools that will help equip and train you for greater leadership, communication, and coaching success.



What you can expect: Our coaching sessions are designed to be 1 hour in length and are typically scheduled on a bi-weekly basis. However, our coaches can work with you to plan out a session format that fits your needs and busy schedule. Due to the unique nature of each client, coaching sessions can be quite dynamic and topics can vary based on the session.

During your first session, your leadership coach will assess your greatest needs/goals in the areas we focus on including: leadership, teamwork, conflict resolution, communication and change management. From there your coach will craft out a success plan to move you towards your goals. Each session will give space to track your progress and celebrate your wins along the way. Based on the topics you are exploring, your coach may use any number of coaching tools or diagnostics from our extensive resource library.

2) Workshops

Our workshops can also be delivered both in person or online and are a great training and team building opportunity for your staff. Our workshops are lead by expert facilitators who can deliver content on a range of topics. We design our workshops to fit your organizational needs and be highly interactive. Not only will your team have fun and be engaged, but they will walk away with new confidence to work together and solve problems.

What you can expect: MLI contains 2 different formats for workshops: online or in-person. For online workshops we use a meeting app such as Zoom or an app of your choice, and normally have sessions that are 1.5 hours in length. Our online workshops are also highly interactive and will include diagnostics, coaching tools and fun exercises to practice and activate concepts.

On the other hand, our in-person workshops are done as a full day (9-4) turn key event. We handle all planning and logistics based on your desired experience. This usually includes: meeting space, equipment rental, food and beverage etc.

****Please note that all out-of-pocket expenses related to in-person workshops would be in addition to our listed price.**

Similar to our coaching sessions, we will work with you to plan out the teaching outcomes and content of the workshop. This can include methods such as meetings with leadership and organizational surveys. Once we identify are target areas we will design your workshop to fit the needs of you and your team. All our workshops are conducted by our expert facilitators and will leave room for exercises, diagnostics, activations and open discussion amongst the team. All our workshops will also include a post report of all key findings and summaries from our discussions.

3) Personal Development 5 Behaviors

Based on the New York times best-selling book: “The 5 Dysfunctions of a Team”, this online diagnostic will help train your people to be better teammates. This comprehensive tool will give them a detailed look at their personality as well as how they engage in all the different behaviors that characterize productive and cohesive teams. We include this tool in all our format options.



What you can expect: This diagnostic is in the form of an online questionnaire, and typically takes 20-30 min to complete. Upon booking MLI, all your team members will receive an email with their login information for the diagnostic. Once completed, team members will receive a detailed document of their results which they can download or print. Depending on the needs of your team, these diagnostics can be explored further in our workshops.

In terms of content, this framework examines the 5 key tendencies that characterize productive and cohesive teams in the workplace. These behaviors directly address the most common issues that adversely impact organizations. Through extensive research we have identified 5 key dysfunctions that undermine the performance of workplace teams:

1) Absence of trust.

If the members of the team do not trust each other then they cannot be honest with each other.

2) Fear of conflict.

Without trust people will not have the healthy debates that are necessary to arrive at better thought-through decisions.

3) Lack of commitment.

If the team has not aligned behind a decision then the individual members who did not agree with the final decision will ultimately be less committed to that decision.

4) Avoidance of accountability.

If team members are not committed to the course of action, then they are less likely to feel accountable (or hold other people accountable).

5) Inattention to results.

Consequently, team members are less likely to care about the group results (and instead focus on achieving their own goals).





The question is if these are the key dysfunctions of workplace teams, then how do we address them? The 5 Behaviors takes the opposite approach by looking at what makes a cohesive and productive team. The next page presents the opposite approach. Ultimately cohesive teams will:

TRUST ONE ANOTHER

When team members are genuinely transparent and honest with one another, they are able to build vulnerability-based trust.

ENGAGE IN CONFLICT AROUND IDEAS

When there is trust, team members are able to engage in unfiltered, constructive debate of ideas.

COMMIT TO DECISIONS

When team members are able to offer opinions and debate ideas, they will be more likely to commit to decisions.

HOLD ONE ANOTHER ACCOUNTABLE

When everyone is committed to a clear plan of action, they will be more willing to hold one another accountable.

FOCUS ON ACHIEVING COLLECTIVE RESULTS

The ultimate goal of building greater trust, healthy conflict, commitment and accountability is one thing: the achievement of results.

This diagnostic will help each individual on your team assess themselves on each of these 5 behaviors and offer tailored strategies based on their unique personality. The ultimate result will be team members who are more collaborative, better communicators, highly productive and empowered.

4) Workbooks

Finally, we also include a self-guided workbook package for all our format options. This includes all 3 workbooks from our popular Leadership Mastery series. This series unpacks 3 major competencies: communication, conflict resolution and change management (1 book on each topic). When we properly engage these 3 areas, it results in effective leaders, productive teams and workplaces where people feel valued and heard. The material in these books will be part of our coaching dialogue as well.

What you can expect: Each workbook will come in the form of a PDF document. Print versions will include an additional expense. Each workbook is approx. 25-30 pages in length and includes in depth teaching as well as diagnostics and questionnaires.





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“When is the best time to plant a tree?

20 years ago.

The next best time is today.”