

Management & Leadership Essentials

Why should you invest in Leadership Training?

Investing in your employees by offering them training will encourage and support a culture of continuous learning. This will in turn boost morale, loyalty and engagement. Well-equipped teams perform better, driving productivity, innovation, and retention while reducing turnover costs.

Leadership Essentials Workshop (2.5 hours)

Strong leadership isn't just about managing – it's about inspiring, empowering, and driving success. Investing in leadership training will help you:

- **Equip Leaders with Proper Management Tools:** Give your managers the skills they need to lead effectively, not just oversee tasks.
- **Encourage Supportive Leadership:** Great leaders genuinely care about their teams and invest in their success.
- **Transform Good Managers into Great Leaders:** Leadership is more than a title –it's about influence, vision, and impact on people.
- **Empower Teams:** Confident, well-trained leaders create high-performing teams.
- **Create a Unified Leadership Language:** When leaders speak the same language, alignment and collaboration improve.
- **Become an Employer of Choice:** A culture of strong leadership attracts and retains top talent.
- **Live the Organization's Core Values:** Leaders who embody company values set the standard for their teams.
- **Clarify Performance Management Responsibilities:** Managing performance isn't HR's job –leaders must take an active role.
- **Make Feedback More Effective & Actionable:** Leaders learn to deliver feedback that drives real growth and improvement.

Investing in leadership training isn't just a perk, it's a business strategy that fuels growth, engagement, loyalty and long-term success.

Conducting a Successful Performance Review (1.5 hours)

Training employees on conducting successful performance reviews ensures constructive, fair, and meaningful conversations. Well-trained managers can provide clear feedback, set expectations, and support employee growth, leading to higher engagement and performance. Proper training also helps avoid bias, reduces anxiety around the reviews, and ensures consistency across the organization. Ultimately, effective performance reviews contribute to a strong workplace culture, better retention, and improved business results.

Giving Constructive Feedback (1.5 hours)

Training managers on how to give constructive feedback ensures clear, fair, and productive communication. Effective feedback helps employees improve, stay engaged, and feel valued, leading to higher performance and job satisfaction. This also creates loyalty. Training also reduces misunderstandings, minimizes conflict, and promotes a culture of continuous improvement. Well-equipped managers can address issues with confidence, reinforcing trust and accountability within the team.

Harassment Training (Respect in the Workplace) (2.5 hours)

In Ontario, Harassment training is mandatory. All employees, including managers should be trained on workplace harassment to ensure a safe, respectful, and legally compliant work environment. Well-trained managers can recognize, address, and prevent harassment, reducing legal risks and encouraging a culture of accountability. They learn how to handle complaints properly, support affected employees and set the tone for a zero-tolerance approach. Proactive training helps prevent toxic behaviours, protects the company's reputation, and promotes a positive workplace culture where employees feel safe and respected. Respect in the workplace, no matter where you are, is everyone's responsibility.

AODA Requirements (Accessibility for Ontarians with Disabilities Act) (1.5 hours)

AODA training is required in Ontario to ensure businesses and organizations comply with accessibility laws and create inclusive environments for people with disabilities. The training helps employees understand their responsibilities in providing accessible services, communication, and workplaces. It also ensures organizations meet legal requirements, avoid penalties, and contribute to Ontario's goal of full accessibility. By fostering awareness and inclusivity, AODA training enhances customer service, improves workplace culture, and supports equal opportunities for all. It may not be a requirement for your business if you are outside of Ontario, but accessibility and accommodation is requirement for all.