

Imagine provides exceptional business consulting services to help our clients implement positive organizational change by turning their ideas and imaginations into action. We're proud of our growing reputation for helping our clients achieve new levels of organizational excellence. During the course of many of our projects, we have discovered a need to better equip individuals to become effective leaders who thrive in uncertainty.

To complement our organizational transformation services, we have developed our **Taking a Leap Leadership Development™** program. This customizable, innovative program combines leadership group training sessions with one-on-one coaching to enable individuals to take a leap, rise to the occasion, and become highly effective leaders in changing environments. The key components of our energetic, interactive program include:

- Customize leadership training curriculum and coaching topics based on high-priority organizational priorities and pre-determined leadership skill gaps;
- Schedule program to focus each month on a specific "leadership theme" to enable focused skill development and application;
- Ensure applied, pragmatic learning for immediate on-the-job application; and,
- Follow-up each monthly group training session with one-on-one skill coaching sessions to provide individual support and accountability for application.



INDUSTRY

Following significant changes to our leadership team, Imagine helped us re-establish a foundation built on the key fundamentals of a high-performing team, including trust, commitment, productive conflict, strong accountability, and focus on results. Through this leadership development program, we regained momentum to push forward and were able to make substantial progress toward becoming a more cohesive, highly functioning team.
Vice President, Avanade Inc.

GOVERNMENT

Imagine has provided exceptional leadership development training and coaching services providing my management team with the practical training and tools to help them to thrive as leaders in a rapidly changing environment. The approach taken has respected our strengths and built on areas identified for development.
General Manager, City of Waterloo Community, Culture & Recreation Services Department

NOT-FOR-PROFIT

I received very positive feedback from our team about Imagine's program. Personally, I appreciated the practical facilitation approach, very focused content, simple tools, and advice with a strong action orientation which has enabled all of us to retain and apply what we learned. Our team gained renewed enthusiasm and has been able to make positive, practical changes – definitely of great value.
Chief Operating Officer, Absolute

About the Curriculum:

We have developed a six-month curriculum with each month focused on one key skill as the "leadership theme of the month". Each month includes a half-day group training session followed by mid-month, one-on-one skill coaching sessions to support participants and provide them with individual feedback as they begin to put into practice the leadership principles learned specifically related to the monthly theme.

Our Taking a Leap Leadership Development™ curriculum is highly customizable and can be adapted based on a preliminary skill gauge or to suit your priorities, budget and timeframe.

Leadership Skill Themes

Month 1: Developing Self Awareness
Month 2: Building a Team
Month 3: Leading Effective Teams
Month 4: Collaborating & Managing Conflict
Month 5: Communicating Effectively
Month 6: Managing Change

Results:

- ☑ A cohesive team of leaders aware of their own and each others preferences and styles;
- ☑ Adaptive leaders of change who can adjust their management styles to suit the maturity of their team and their working environment;
- ☑ Credible leaders who earn the confidence of their team and can effectively manage people and projects based on a strong foundation of trust; and
- ☑ High-performance leaders who hold themselves and their teams accountable for results with the courage to continuously push themselves and their teams to higher levels of excellence.

Imagine provides professional consulting, advisory, and coaching services to help organizations and individuals turn IMAGINATION into ACTION. We have extensive experience providing a wide variety of services to small and large private sector, government and not-for-profit organizations. Our consulting approach is a powerful blend of pragmatic creativity and proven methodologies - without the typical consulting attitude! In addition to leadership and team development services, we also provide:

- Strategic planning services (reFocus™) that helps organizations discover, or rediscover, their 'sweet spot' and develop an action-oriented 'roadmap for change.
- Organizational effectiveness services (Sharpen Your Edge™) that include organizational design, process review, program evaluation and performance management.
- Life coaching services (KickStart™) to help individuals reach their potential through effective goal setting and accountability.

For more information about this service or our other service lines, or to find out more about Imagine, please contact us ...