



One leadership solution that connects ALL levels of leaders.

Explore the elements of Authentic leadership to build a strong, trust-based culture.

Employ DiSC® assessments to gain insights about your talents in the workplace, and learn how to flex and adapt to meet the needs of team members.

Understand how listening is instrumental in building the pillars of engagement.

Balance results-driven leadership with relationships to build a high performing team using personal assessments for team effectiveness and The Five Behaviors.

Learn how to give clear, specific instructions, follow up with feedback and engage in a collaborative approach to employee development.

Create a coaching mindset by employing practical coaching tools and processes to unleash the potential of each employee.

Improve self-awareness using an Everything DiSC® Productive Conflict assessment to gain insights about what triggers you and to learn how to curb destructive behaviors so conflict becomes productive.

Communicate change initiatives supported by a culture that supports and inspires employees through the transition.

Custom In-House Program for Organizations OR Open Enrolment Program for Individuals
Certificate Program | Classroom & Live Virtual | Flexible Design & Delivery

MATERIALS

Leader's Guidebook: Module Workbooks, Journey Notebook & Journey Markers

Assessments: Everything DiSC® Workplace (or Agile EQ), Productive Conflict, & The Five Behaviors Personal Development

Optional Books: Five Dysfunctions of a Team - Patrick Lencioni & Leadership by Engagement - Kathleen Redmond



EDGE on Authentic Leadership

EDGE on Authentic Leadership is designed to guide leaders through a series of stages that provide the leadership sweet spot of self-awareness, trust, challenges, and balance. Explore the foundational elements of practicing authentic leadership through a transformational process of growth and development that translates to effective leadership that builds high performing teams and strengthens cultures.



DiSC® Catalyst - Everyday Connections

A vital skill for leaders is to ensure team members' talents are utilized to their full potential. Everything DiSC® on Catalyst™ helps create a workplace culture that drives organizations forward. Learners develop a deeper understanding of themselves and others with a personalized assessment and single-access platform they can call on throughout their journey.

Optional – Agile EQ on Catalyst for learners who have experienced Workplace on Catalyst. [Learn More.](#)



Listening to Inspire Engagement

Amid a turbulent business landscape, leaders are instrumental in creating an environment where employees are involved in, enthusiastic about, and committed to their work and workplace. By examining the pillars of engagement, this program takes a fresh look at employee engagement by focusing energies into transforming behaviors in the workplace. Leaders who listen are able to create trustworthy relationships where employees feel heard and understood.



Unleash the Power of Teamwork

It takes great leadership to build great teams. Teambuilding requires a continual process of building on team members' strengths, clarifying roles and responsibilities, setting goals, communicating, building trust, developing processes, and managing disagreements. Practical tools are shared for leaders to evaluate how their team is functioning, and develop strategies to course correct. Keep the team connected, whether they are working from home or in the office. Set clear intentions in your meeting agenda to balance time for results-driven focus with relationship-driven focus.



Maximizing Performance & Development

A majority of your day as a leader is spent either getting things done or sending requests to have other people get things done. To set the employee up for success you need to be skilled at giving crystal-clear instruction, so the employee understands, acts, and gets it right the first time. One of the pillars of employee engagement is employees knowing what their roles and responsibilities are. Using a collaborative approach engage employees in their own development by providing a practical tool for employees to share their level of expertise in their area of responsibility and aligning this with what they need from you as a leader.



EASE of Coaching

Developing quality talent from within is the secret ingredient for leaders to retain engaged employees and stay competitive. Leaders build relationships of trust when they support employees to be all they can be. Coaching from everyday feedback, to one-on-one scheduled meetings for support & career development to positive discipline are integral to the fabric of a learning culture. Leaders who are directly involved in coaching benefit from using practical coaching tools and processes to unleash the potential of each employee. When leaders coach employees become confident and motivated, which leads to higher performance, productivity, and employee engagement.



Sparking Empathy with Productive Conflict

Workplace conflict is inevitable. Using a personalized assessment, Everything DiSC® Productive Conflict helps learners improve self-awareness around conflict behaviors. Rather than focus on a step-by-step process for conflict resolution, Everything DiSC® Productive Conflict helps leaders curb destructive behaviors so that conflict can become more productive, ultimately improving workplace results and relationships.



Navigating Change in a Thriving Culture

Leaders of all levels in an organization are involved in managing change. As a leader responsible for leading change you need to gauge your openness to change as your employees will be more likely to adapt to changes you support. Consider a proven model to use to guide yourself and employees through the internal transition that follows external change. Using a staged approach to communicating and managing change you can be prepared to set clear milestones and monitor progress towards achieving a successful change initiative. To support change initiatives a thriving culture is examined and created to ensure your personal and organization pillars and values are evident in actions and words.

What Leaders Are Saying Coast to Coast!



Jennifer Isaak, Member Services Rep Supervisor, Weyburn Credit Union



"I would highly recommend the Connections Leadership Journey Program. Denise and her team are knowledgeable, approachable, professional, kind, open, and honest. Through their leadership they demonstrate what is taught throughout the course. Whether you are a seasoned leader or new to leadership, in a formal or informal role, there is lots to be learned. This program has helped me learn what it takes to be an authentic leader who inspires engagement, unleashes the power of teamwork, maximizes performance and development, and how to be a coach who knows how to have productive conflict and build a character culture. It is worth every penny and every minute and I'm a better person, mom, and leader because of The Learning Edge. Thanks Denise and team!"



Tammy Priddle, President & CEO, Deer Lake Regional Airport



"The Leadership Journey allowed me to reflect on how I show up as a leader, how I can inspire and support my team and organization to be the best it can be. The Learning Edge Team demonstrated professionalism and an incredible level of knowledge and skill. I would recommend this program for leaders who are at any stage of their career."



Lamees Ammourey, Owner, A Cut Above and Sami & Naji



"The Learning Edge has put together a comprehensive program that delivers knowledge of communication in an easy format. This 8 week program was the perfect balance of information, hands on practice and discussion. The facilitators managed to bring together individuals from different fields and kept everyone engaged. The delivery of the information was well presented, cohesive, and relevant. There was never a dull moment and a bond was easily created by all the participants involved due in part by the organization and well versed facilitators. I would recommend this program to any manager that wants to become a better communicator, coach, and authentic leader. Denise McIntyre and her team successfully executed a program and created a positive chemistry among strangers all on Zoom."



Lucinda Smolinski, HR Manager, Fast Genetics



"This training was enlightening, it not only helped me in my professional life, but gave me skills that I can use in my personal life."



Dorothy Downs, Executive Director, Forest City Film Festival



"This program took me to the next level in thinking about managing the quickly growing team at the film festival. It helped me to learn about leadership skills and tools that I didn't know about. I think that whatever level your leadership skills are at, there is a lot that can be learned in the Connections Leadership Journey."



Cory Munden, CEO, Leading Edge Credit Union



"This program provided a laser focus on my leadership strengths and weaknesses while providing insights on how to best manage in today's business with deep self-assessment knowledge."

