

Leadership isn't about having all the answers, it's about building trust, coaching with care, and leading change with heart.

EQUIPPED is a practical, people-centered leadership program that gives managers the tools they need to build strong teams, navigate tough conversations, and lead with confidence in today's ever-changing workplace.

Kick Off Session

- EQUIPPED program overview
- Review program structure, expectations, deliverables, and logistics
- Introducing the role of learning groups
- Meet and name learning groups

Workshop 1:

My Leadership Style

- Explore your DiSC profile
- Identify tendencies & blind spots
- Apply style flexing to motivate others

Workshop 2:

Building Trust with Emotional Intelligence

- Understand the link between EI and trust
- Practice self-awareness, compassion, and regulation
- Build psychologically safe environments

Workshop 3:

Feedback Fundamentals

- Understand the SBI & SBI+ models
- Practice giving and receiving feedback
- Shift from avoidance to continuous feedback

Workshop 4:

Coaching for Performance

- Learn the CYCLE coaching model
- Use coaching questions to develop others
- Practice coaching scenarios

Workshop 5:

Conversation Essentials

- Navigate tough conversations with clarity and care
- Use C-IQ framework to plan and lead high-stakes conversations
- Practice tone, timing, and empathy

Workshop 6:

Leading Change

- Apply the 3 Lenses model to change
- Understand the emotional side of change
- Practice planning for resistance and sustainability

Capstone

- Each learning group will present their insights from the training
- Invite guests: colleagues, supervisors, friends, family
- Celebrate transformation and recognize effort