



Common Topics:

Leading Change
People Skills
Developing Your Leadership Style
Conflict Management
Developing a Highly Effective Team
Process Improvement
Time Management
High Impact Coaching
Leading Global Teams

All programs are customized to the unique needs of the individuals and the organization.

Workshops Overviews:

Leading Change

- Helping yourself and others thru complex transitions!

70% of all technology, process, and organizational change initiatives fail due to lack of leaders effectively leading people through the change. Our Leading Change Workshop provides the skills and strategies to enable leaders to help themselves and their teams navigate transitions. This workshop will help you understand the natural emotions we all experience when impacted by a change initiative and how to effectively lead others through this process. By the end of this program you will be able to:

- Identify the transition phases
- Build techniques to understand typical behaviors associated with change
- Understand and implement strategies to lead others through transitions

Length of Workshop: 8 hours (Length can be flexible)

Workshop Size: Minimum 8 - Maximum 30

People Skills Workshop

- *Building effective relationships is as important in life as the water we drink!*

People Skills Workshop provides the skills and strategies to enable individuals to communicate together successfully. People Skills emphasizes the importance of building trust, respect, and commitment to common goals. You will learn how to build upon your strengths and how to tap into the knowledge and skills of others, especially people with whom you have a challenging time communicating and working together with. People Skills will help you discover techniques for responding to conflict and developing one of life's most important skills – building effective relationships.

- Learn how to identify behavior tendencies in yourself and others.
- Build techniques to adapt your communication style to build more productive relationships.
- Understand how to respond to conflict to overcome issues.
- Develop deeper relationships with colleagues, friends, family, your spouse, or anyone you communicate with.

Testimonial: *"Sam's class was the best thing my leadership team has done in the history of the company!" Tanya Davis, Owner - Western Ranch Buildings*

Length of Workshop: 3 ½ - 4 hours (Length can be flexible)

Workshop Size: Minimum 8 - Maximum 30

Developing Your Leadership Style Workshop

- *Adapting the right style to the unique needs of the individual!*

Developing Your Leadership Style Workshop provides the skills and strategies to enable leaders to adapt the right leadership approach based on the individual skills and capabilities. This workshop will help you assess your team's competencies and apply the right coaching approach to help the individual develop their skills and autonomy. By the end of this program you will be able to:

- Assess individual competency and motivation
- Identify root cause of performance issues
- Build techniques to adapt your leadership style
- Coach your team to be more autonomous

Testimonials: *"In my 13 years as a Leader, this was by far the best most impactful leadership development program I have ever experienced." "In the classroom, I experienced Sam to be a natural facilitator with a good classroom presence, and he always appeared well-tuned into the needs of learners."*

Length of Workshop: 8-16 hours (Length can be flexible)

Workshop Size: Minimum 8 - Maximum 30

Conflict Management

- Helping yourself and others solve conflicts!

Our Conflict Management Workshop provides the skills and strategies to enable leaders to effectively manage conflict situations. By the end of this program you will be able to:

- Identify the natural behaviors associated with conflict
- Build techniques to effectively communicate with others
- Understand and implement strategies to address issues
- Improve your ability to help others manage conflict

Length of Workshop: 8 hours (Length can be flexible)

Workshop Size: Minimum 8 - Maximum 30

Developing a Highly Effective Team

- Help your team take themselves to the next level!

Could your team operate more effectively? Our Developing a Highly Effective Team Workshop provides the skills and strategies to help leaders take their team to the next level. By the end of this program you will be able to:

- Assess your team's effectiveness
- Develop a vision for your team to improve results
- Explore best practices for helping improve your team's effectiveness
- Build your Team Leadership skills
- Develop an improvement strategy

Testimonial: *6 months after taking the Developing Highly Effective Team class, I have seen dramatic improvements in my team's overall results, this class was definitely worth my time thank you!*

Length of Workshop: 8 hours (Length can be flexible)

Workshop Size: Minimum 8 - Maximum 30

Process Improvement

- *Helping organizations become more efficient!*

Does your organization have processes that could be improved? Our Process Improvement Workshop provides the skills and strategies to help leaders improve customer service and bottom line results. By the end of this program you will be able to:

- Identify process barriers
- Explore best practices to help your organization implement process improvement
- Develop a strategy for process improvement

Length of Workshop: 8 hours (Length can be flexible)

Workshop Size: Minimum 8 - Maximum 30

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Workshop Size: Minimum 8 - Maximum 30

High Impact Coaching

- *Develop your successor, build your legacy!*

Our High Impact Coaching Workshop provides the skills and strategies to help leaders develop the full potential of each direct report. By the end of this program you will be able to:

- Understand the barriers to effective coaching
- Explore best practices for coaching to the unique needs of each individual
- Increase your coaching impact
- Identify techniques to increase individual autonomy

Testimonial: *...that was an intense class. I am already a better coach and am seeing the impact and results with my team.*

Length of Workshop: 8-16 hours (Length can be flexible)

Workshop Size: Minimum 8 - Maximum 30

Time Management

- *Building systems for personal efficiency!*

We all wish we could have an extra hour in the day. Our Time Management Workshop provides the skills and strategies to help leaders build systems for personal efficiency. By the end of this program you will be able to:

- Understand the key skills associated with time management
- Build techniques to help you better prioritize
- Identify your own productivity barriers
- Develop a customized system to improve your efficiency

Length of Workshop: 7.5 hours (Length can be flexible)

Workshop Size: Minimum 8 - Maximum 30

Leading Global Teams

- *Leading an effective team from afar.*

Do you manage a virtual or globally dispersed team? Our Leading Global Teams Workshop provides the skills and strategies to help leaders lead an effective team from afar. By the end of this program you will be able to:

- Understand common barriers to leading a team from afar
- Explore best practices for working with people from different cultures and time zones
- Build your global team management skills
- Develop a strategy to lead differently

Length of Workshop: 8 hours (Length can be flexible)

Workshop Size: Minimum 8 - Maximum 30

Facilitator Bio: Sam Kanner has over 24 years of people development experience working in fortune 500 & 1000 corporations. He is Managing Director of **globalEdge** and serves on the Board of Directors for Performance eSource. Sam's experience includes Vice President of Global Learning & Development for Getty Images a global media company in which he served as the Executive Coach for the Senior Leadership team. Director of Organizational Development at Avanade and various leadership positions in the Retail & Restaurant Industry. Sam has coached over 250 Director through C level executives and has facilitated over 3000 hours of leadership classes. Sam specializes in Executive Coaching & Leadership Development and has a passion for helping individuals and teams develop life changing skills.

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