

# Professional Growth, Training & Development



## Your Future is Millennials – Grow Them or Lose Them

The future of your business depends on young professionals (19-35 years old). They are your new leaders, staff, customers & the biggest generation in history. If you want to:

- **attract them,**
- **keep them, &**
- **get the best from them,**

then you need to **engage them** on their terms.

According to a recent [Harvard Business Report](#) continuously training & **developing them is key.**



**“Train people well enough  
so they can leave. Treat  
them well enough so they  
don't want to.”**

Sir Richard Branson



Organizations traditionally focus on technical skills; but young professionals want to develop **leadership & soft skills.** The challenge is they learn, act & socialize differently & training needs to **fit them.**

CEVO provides **group training** in leadership, communications, team effectiveness, personal effectiveness, strategic planning, innovation, managing change, making yourself promotable & other soft skills.

Training is specifically **designed** to **engage** young professionals:

1. Focused, multimodal & **collaborative** design
2. **Relevant** to their immediate needs
3. Explains **“Why”**; not just what & how
4. It's **“chill”**; relaxed & safe
5. It's **personal**; building rapport by listening & focusing on them



*Contact us and together we will get your young professionals engaged*

---

## Professional Growth, Training & Development Workshops

Workshops can be grouped into leadership certificate programs or selected individually. Workshops are formatted as either ½ day or multiple 1 ½ hour learning lunches (LL). The design is 1/3 instructor led knowledge & framework delivery, 2/3 coached experiential group learning &/or role playing exercises. Workshops are video conferenced so remote staff can participate as well. To embed & sustain ongoing learning, accountability partners & peer mentoring groups run between workshops.

### LEADERSHIP BEHAVIOURS:

- **The Leadership Challenge** Intro – LL only
- **Model the Way** - ½ day or 2 LL
- **Inspire a Shared Vision** - ½ day or 2 LL
- **Challenge the Process** - ½ day or 2 LL
- **Enable Others to Act** - ½ day or 2 LL
- **Encourage the Heart** - ½ day or 2 LL

### LEADERSHIP SKILLS:

- **A Culture of Accountability** - ½ day or 2 LL
- **Behavioural Profiling - EDISC** - ½ day or 3 LL
- **Better Decision Making** - ½ day or 2 LL
- **Building Better Teams** - ½ day or 3 LL
- **Change Management 1** - ½ day or 2 LL
- **Change Management 2** - ½ day or 2 LL

### LEADERSHIP SKILLS:

- **Coaching for Performance** - ½ day or 2 LL
- **Communications Toolbox** - ½ day or 3 LL
- **Crucial Conversations 1** - ½ day or 2 LL
- **Crucial Conversations 2** - ½ day or 2 LL
- **Getting Things Done** - ½ day or 3 LL
- **Hiring the Right People** - ½ day or 3 LL
- **Talent Mapping** - ½ day or 2 LL
- **Role Mapping** - ½ day or 2 LL

### LEADERSHIP SKILLS (Lunch only):

- **Building & Using KPIs** – 2 LL
- **Making Yourself Promotable** – 1 LL
- **Peer Mentoring Groups** – 1 LL
- **Performance Management** – 3 LL
- **Run Better Meetings** – 1 LL
- **Team Problem Solving** – 1 LL

---

## Work with Us & Become a CEVO Fan



**Brad Gaulin**  
Chief Evolution Officer

**CEVO** Solutions Inc. was founded by **Brad Gaulin**, P.Eng., MBA. Brad is an experienced executive consultant that has provided organizational evolution services to companies for over **10 years** as a trusted advisor; & for over **35 years** in his own companies as an executive, entrepreneur and professional. **CEVO helps leaders & their teams** evolve combining a proven **agile process** with support that is highly experienced in strategy, innovation, team building, change & leadership. We're not typical consultants; we're **players on the team** (going well beyond cheerleading). We're hands-on, actively involved in **getting things done**. Just ask our clients who are our **biggest fans**. **Work with us & become one!**