Your Future Leaders... Grow Them Or Lose Them



Your Future Depends on Having the Best People

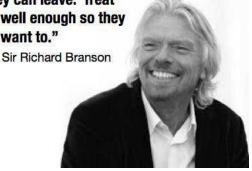
The future of your business depends on having the best talent. Young professionals (20-37) are the biggest, most conscious generation in history & they are your future leaders, staff & customers. If you want to:

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

you need to **engage them** on their terms. According to a recent <u>Harvard Business Report</u> continuously growing & **developing them is key**.



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



Organizations traditionally focus on growing 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 & personal/professional skills development that is designed to **bridge the gap between generations**; building mutual respect & appreciation that creates a "one" team environment where everyone wins.

Training is specifically **designed** to engage & connect **all generations** of your staff:

- 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 & we'll help you attract, develop & retain the best talent!

"Leadership Without a Title" - Development Program

Leadership is not about titles, it's about a passion for excellence & making a difference. Leadership & skills development is offered as internal corporate leadership certificate program(s). Workshops can also be delivered individually. Workshops are formatted as either ½ day or multiple 1½ hour learning lunches. The design is 60% best practice framework delivery, 40% experiential, collaborative group learning. To anchor & sustain learning, peer-mentoring accountability partners are setup to provide support between workshops.

LEADERSHIP BEHAVIOURS:

The Leadership Challenge:

- 1. Model the Way
- 2. Inspire a Shared Vision
- 3. Challenge the Process
- 4. Enable Others to Act
- 5. Encourage the Heart

LEADERSHIP SKILLS:

- A Culture of Accountability
- Behavioural Profiling
- Better Problem Solving & Decision Making
- Building "A" Teams
- Building & Using KPIs
- Change Management

LEADERSHIP SKILLS:

- Change Management
- Conscious Capitalism
- Coaching for Performance
- Communications Toolbox
- Crucial Conversations
- Getting Things Done
- Hiring the Right People
- Indigenous Awareness
- Innovation
- Making Yourself Promotable
- Performance Management
- Peer Mentoring
- Respectful Workplace
- Run Better Meetings

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 team coach that has provided organizational evolution services to companies for over **10 years** as a consultant; & for over **35 years** in his own companies as an executive, entrepreneur & professional. CEvO helps leaders & their teams consciously evolve combining a proven agile change process with highly experienced support. CEvO's team coaches are players on your team (going beyond coaching); we're hands-on, helping you get things done. Just ask our clients who are our biggest fans.

Better yet, work with us & become one!