

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 [Harvard Business Report](#) continuously growing & **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 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 1 ½ 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!