

LEADERSHIP CATALYST

Program Catalogue



Leadership Catalyst Training Areas

Drive Winning Culture

Alignment

Helps leaders to align on leadership mindsets and strategic priorities

Empowerment

Equips leaders to coach their teams to solve problems

Recognition and Rewards

A way to reward high-potentials with additional growth experiences

INTACT TEAMS
OR
SELECTED
INDIVIDUALS

New Leader Training

Targeted to develop foundational skills for intact teams or individuals placed in cohorts

Executive Leader Training

Used to help senior leaders establish common mindsets and approaches for deeper collaboration among their teams

Cross-Functional Teams

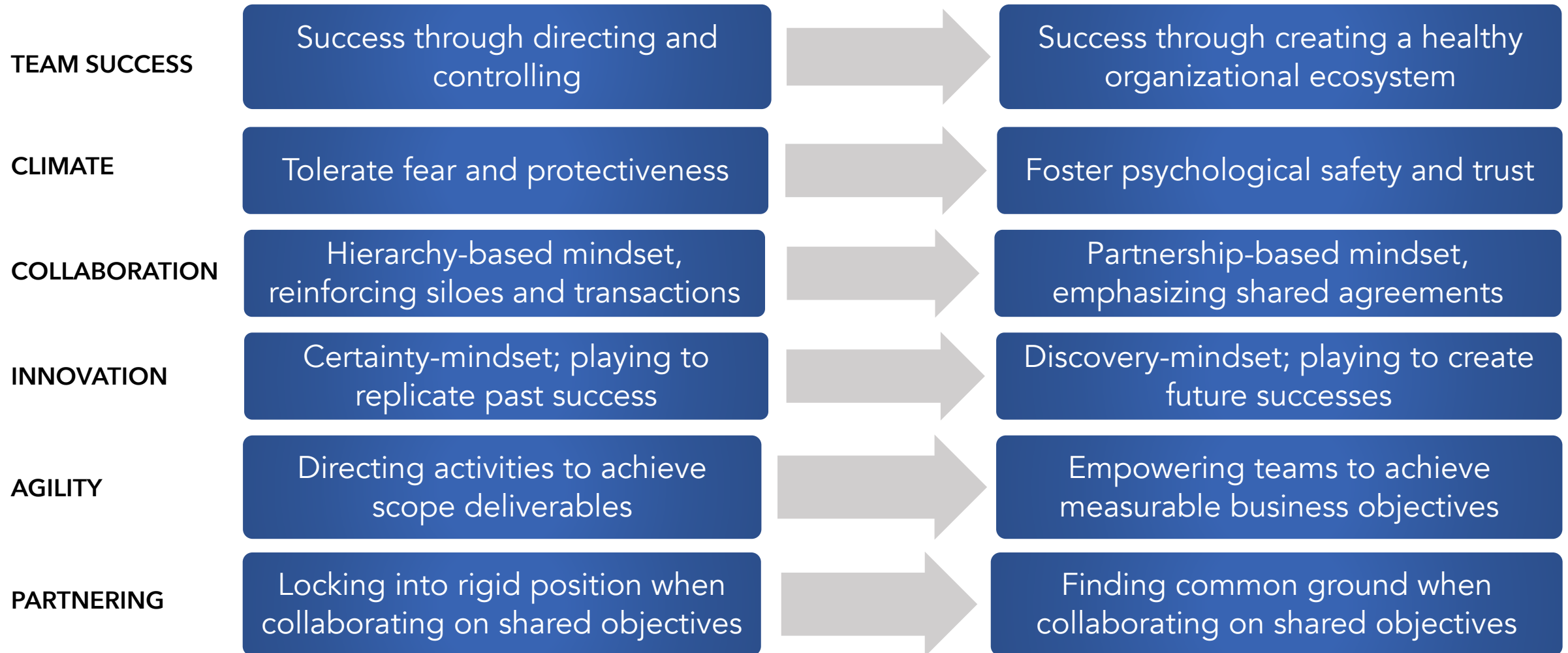
Accelerates effective collaboration and problem solving among cross-functional teams

Leadership Catalyst Outcomes

Leadership Catalyst programs achieve the following outcomes:

1. Shift mindsets away from siloed, hierarchical leadership and toward networked, partnership-focused leadership that focuses on leveraging the right expertise to achieve success together
2. Shift mindsets away from controlling, top-down decision-making and toward empowered decision-making among autonomous teams so that the best decisions are made for the customer
3. Leverage existing trusted relationships and goodwill to expand and broaden trust networks among teams and functions to accelerate collaboration among teams
4. Shift mindsets away from blaming people and toward a focus on solving system challenges through a continuous improvement view of work
5. Shift mindsets away from directing activities to achieving scope deliverables and completing projects and toward empowering teams to achieve business outcomes

Leadership Catalyst Addresses Leadership Mindsets



Why Leadership Catalyst Has Been Successful

Leadership Catalyst Focuses Leaders on Successfully Leading Transformation

Team Transformation

- Designed as a transformational group experience, not just delivering content on leadership
- Facilitated experiences humanize the work and relationships creating critical trust bonds
- Deepens empathy for internal and external customers and what they require to be successful

Program Flexibility

- Program content and format can be customized as needed
- Programs are scalable through training-the-trainer models
- Participants find the 90-minute virtual delivery ideal for scheduling

Business Impact


- The program is not a 'one and done'– it has a cycle of learning and application
- Deeply integrated with application to the actual business outcomes
- Has a demonstrable track record of ROI with increased productivity and reduced churn
- Incorporates follow-up coaching and problem solving between sessions to address specific issues



Leadership Catalyst Results: Increase in Trust and Team Effectiveness


Typical Impact After 5 Sessions = 10-Hour Investment

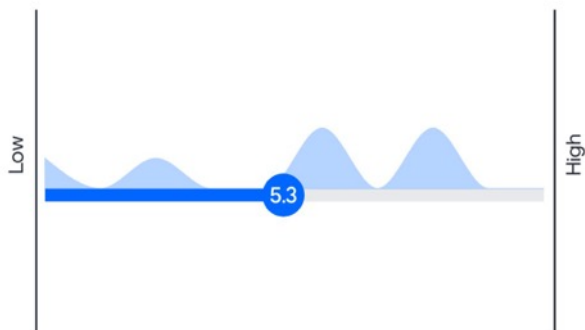
Before

How would rate the level of trust and familiarity that exists between the teams represented in this Leadership Catalyst group? 




Trust Up 29%

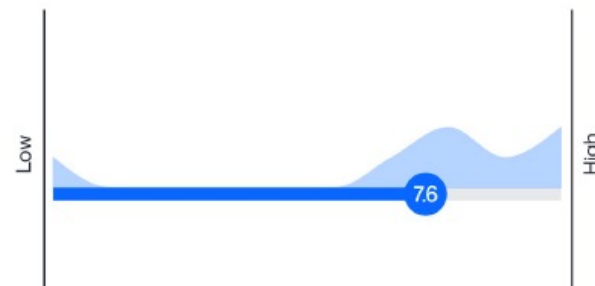
How would you rate your level of effectiveness in working together with other teams represented in this Leadership Catalyst group? 




Team Effectiveness Up 24%

After

How would rate the level of trust and familiarity that exists between the teams represented in this Leadership Catalyst group? 



How would you rate your level of effectiveness in working together with other teams represented in this Leadership Catalyst group? 



Module Options for Leadership Catalyst

Choose the right set of modules available for the program

Program can flex to add modules as needed



- 1. Keys to Leading Transformation**
 - Why and how purpose-driven leadership is required for transformation and how to move beyond transactional leadership
- 2. Leading Dynamic Teams**
 - Leveraging success factors to optimize the performance of fast-moving, dynamic teams
- 3. Creating a Climate of High Trust**
 - Understanding how to strengthen trusted relationships and build psychological safety that are essential for innovation and change
- 4. Effective Collaboration and Shared Ownership**
 - Keys to creating successful collaborations and the core capabilities required of leaders to drive them forward
- 5. Developing Shared Agreements and Partnerships**
 - How to negotiate partnerships and avoid common pitfalls so that everyone wins
- 6. Strengthening a Culture of Continuous Improvement**
 - Developing habits and mindsets for discovery, innovation and improvement
- 7. Leadership that Drives Business Outcomes**
 - Managing to business outcomes vs directing activities for scope deliverables
- 8. Moving beyond Hierarchy into Partnership-Focused Leadership**
 - Breaking down hierarchical thinking and breaking silos for effective teamwork
- 9. Creating a Sustainable Environment for High Performance**
 - Mitigating burnout and managing leadership dynamics with remote teams
- 10. Constructively Navigating Conflict and Hard Conversations**
 - How to confidently engage (and not avoid) various kinds of conflict
- 11. Keys to Successfully Leading Change**
 - Helping leaders successfully move teams and stakeholders through change
- 12. Running Impactful Meetings**
 - Keys to running high impact meetings and 1-1 touchpoints with team members

Recommended Program Packages

The following pages highlight our selection of programs and workshops that target key mindsets to enhance leadership and team performance.

How it works

Programs and workshops can be delivered in the following formats:

In-person | Live online | Retreat | Custom

All our programs and workshops can be fully customized in format and featured modules to meet the needs of your organization and teams.

Please reach out to us at info@newvantageconsultants.com to find out how you can customize our programs.



Executive Leader Program

Shapes mindsets to drive executive performance

This program focuses on leadership mindsets critical for building trust, being outcome-focused, developing people, and dealing with conflict and performance.

Format:

- 6 modules, 90 minutes each
- 1:1 and peer-to-peer coaching sessions included
- Total time commitment: 10 hours

Proven Program Benefits:

- Growth in self-awareness and confidence
- Deepen understanding of how to manage for results in a way that empowers team members
- Helps managers identify and prioritize high-value actions for team success
- Improves effectiveness among teams represented by the participant leader

Session 1: Keys to Leading Transformation

- Why and how purpose-driven leadership is required for transformation and how to move beyond transactional leadership

Session 2: Growing High Trust Environments

- Understanding how to strengthen trusted relationships and build psychological safety – elements that are essential for innovation and change

Session 3: Developing Shared Agreements and Partnerships

- How to negotiate partnerships and avoid common pitfalls so that everyone wins

Session 4: Strengthening a Culture of Continuous Improvement

- Developing habits and mindsets for discovery, innovation and continuous improvement

Session 5: Leadership that Drives Business Outcomes

- Managing for business outcomes vs directing activities for scope deliverables

Session 6: Creating a Sustainable Environment for High Performance

- How to proactively mitigate burnout and manage leadership dynamics in a remote or hybrid context



Cross-Functional Team Leader Program

Accelerates effective collaboration and problem solving among cross-functional teams

This program focuses on how to improve cross-function team performance. The mindset focus is on how to strengthen trust, collaboration, partnership-building, foster innovation and drive business outcomes.

Format:

- 5 modules, 90 minutes each
- 1-1 and peer-to-peer coaching sessions are included
- Total time commitment: 10 hours

Proven Program Benefits:

- Deepens trust among team members and broader teams
- Increases understanding of how to work with complementary functions
- Helps managers identify and prioritize high-value actions for desired outcomes
- Improves effectiveness among all teams represented by the leaders participating in the program

Session 1: Developing High-Trust Relationships

- Understanding how to strengthen trusted relationships and build psychological safety that are essential for innovation and change

Session 2: Effective Collaboration and Shared Ownership

- Keys for successful collaborations and the core capabilities required of leaders to drive it forward

Session 3: Developing Shared Agreements and Partnerships

- How to successfully create partnerships and avoid common pitfalls so that everyone wins

Session 4: Strengthening a Culture of Continuous Improvement

- Developing team habits and mindsets for discovery, innovation and continuous improvement

Session 5: Leadership that Drives Business Outcomes

- Accelerating results by managing for business outcomes vs directing activities for scope deliverables



Critical Project Acceleration Program

Accelerates effective collaboration and problem solving among cross-functional teams

This Critical Project Preparation Program focuses on how to accelerate cross-functional team performance on high leverage projects (high risk, high opportunity). The mindset focus is on how to strengthen trust, collaboration, partnership-building, foster innovation and drive business outcomes.

Format:

- 3 sessions, 120 minutes each
- 1-1 and peer-to-peer coaching sessions are included
- Total time commitment: 8 hours

Proven Program Benefits:

- Deepens trust among team members and broader teams
- Increases understanding of how to work with complementary functions
- Helps managers identify and prioritize high-value actions for desired outcomes
- Improves effectiveness among all teams represented by the leaders participating in the program

Session 1: Developing High-Trust Relationships

- Understanding how to strengthen trusted relationships and build psychological safety that are essential for innovation and change
- Understand roles, expectations and mindsets of other teams and leaders, including potential areas of conflict

Session 2: Effective Collaboration and Shared Ownership

- Accelerate results by focusing on business outcomes vs directing activities for scope deliverables
- How to successfully create partnerships anchored in shared outcomes and avoid common pitfalls so that everyone wins

Session 3: Developing Shared Agreements and Partnerships

- Keys for successful collaboration and the core capabilities required of leaders to drive them forward
- How to effectively manage teams in multi-stakeholder engagement



New Leaders: Foundations in People Management

Provides key leadership mindsets and skills for new or first-time people leaders

This program focuses on foundational leadership skills required for people managers. The mindset focus is on how to build trust, drive business outcomes, develop people, deal with conflict and create a sustainable environment for high performance.

Format:

- 5 modules, 90 minutes each
- 1-1 and peer-to-peer coaching sessions are included
- Total time commitment: 10 hours

Proven Program Benefits:

- Growth in self-awareness and confidence as a first-time leader
- Deepen understanding of how to manage for results in a way that empowers team members
- Helps managers identify and prioritize on high-value actions that achieve business outcomes
- Improves effectiveness among teams represented by the participant leader

Session 1: Developing High-Trust Relationships

- Understanding how to strengthen trusted relationships and build psychological safety that are essential for innovation and change

Session 2: Leadership that Drives Business Outcomes

- Accelerating results by managing to business outcomes vs directing activities for scope deliverables

Session 3: Developing People for Greater Capability and Capacity

- Practical ways to support the talent development of team members by guiding and managing goal setting

Session 4: Constructively Navigating Conflict and Hard Conversations

- How to confidently engage (and not avoid) various kinds of conflict

Session 5: Creating a Sustainable Environment for High Performance

- How to proactively mitigate burnout and manage leadership dynamics in a remote or hybrid context



New Leaders: Foundations in People Management Condensed

Provides key leadership mindsets and skills for new or first-time people leaders

This program focuses on foundational leadership skills required for people managers. The mindset focus is on how to build trust, drive business outcomes, develop people, deal with conflict and create a sustainable environment for high performance.

Format:

- 3 modules, 90 minutes
- 1-1 and peer-to-peer coaching sessions are included
- Total time commitment: 10 hours

Proven Program Benefits:

- Growth in self-awareness and confidence as a first-time leader
- Deepen understanding of how to manage for results in a way that empowers team members
- Helps managers identify and prioritize on high-value actions that achieve business outcomes
- Improves effectiveness among teams represented by the participant leader

Session 1: Developing High-Trust Culture

- Understanding how to strengthen trust in relationships and build psychological safety that is essential for innovation and change
- How to unify the team by establishing shared and expectations and establishing a growth mindsets

Session 2: Developing People for Greater Capability and Capacity

- Practical ways to support the talent development of team members through effective personal development growth and stretch goals
- Utilizing coaching methodology to empower team members (GROW model)

Session 3: Constructively Navigating Conflict and Hard Conversations

- How to confidently engage (and not avoid) various kinds of conflict with team members
- How to constructively engage stakeholders across all levels of leadership to be an effective leader



New Leaders: Foundations in Performance Management

Provides key leadership mindsets and skills for new or first-time people leaders

This program focuses on foundational leadership skills required for people managers. The mindset focus is on how to build trust, drive business outcomes, develop people, deal with conflict and create a sustainable environment for high performance

Format:

- 5 modules, 90 minutes each
- 1-1 and peer-to-peer coaching sessions are included
- Total time commitment: 10 hours

Proven Program Benefits:

- Growth in self-awareness and confidence as a first-time leader
- Deepen understanding of how to manage for results in a way that empowers team members
- Helps managers identify and prioritize on high-value actions that achieve business outcomes
- Improves effectiveness among teams represented by the participant leader

Session 1: Leading Dynamic Teams

- Leveraging success factors to optimize the performance of fast-moving, dynamic teams

Session 2: Moving beyond Hierarchy into Partnership-Focused Leadership

- Breaking down hierarchical thinking and breaking silos for effective teamwork

Session 3: Strengthening a Culture of Continuous Improvement

- Developing habits and mindsets for discovery, innovation and continuous improvement

Session 4: Keys to Successfully Leading Change

- Helping leaders successfully move teams through change and managing stakeholders along the way

Session 5: Running Impactful Meetings

- Keys to running high impact meetings and 1-1 touchpoints with team members



New Leaders: Foundations in Performance Management Condensed

Provides key leadership mindsets and skills for new or first-time people leaders

This program focuses on foundational leadership skills required for people managers. The mindset focus is on how to lead, establish effective partnerships, develop a culture of continuous improvement and key to successfully leading change.

Format:

- 3 modules, 90 minutes each
- 1-1 and peer-to-peer coaching sessions are included
- Total time commitment: 10 hours

Proven Program Benefits:

- Growth in self-awareness and confidence as a first-time leader
- Deepen understanding of how to manage for results in a way that empowers team members
- Helps managers identify and prioritize on high-value actions that achieve business outcomes
- Improves effectiveness among teams represented by the participant leader

Session 1: Beyond Hierarchy into Partnership-Focused Leadership

- Breaking down hierarchical thinking and silos for effective teamwork
- Keys to establishing effective partnerships and collaboration
- Using leadership influence *and* positional authority

Session 2: Strengthening a Culture of Continuous Improvement

- Developing habits and mindsets for discovery, innovation and continuous improvement
- Utilizing case studies from participants for peer insights and learning

Session 3: Keys to Successfully Leading Change

- Gain an understanding of change management essentials
- How to help leaders successfully move teams through change
- How to manage stakeholders successfully engage change



Empowering Teams Through Coaching Workshop

Growing Leadership Impact

Coaching is a powerful tool for leaders to empower their teams by improving communication skills, setting clear expectations, developing talent, building problem-solving skills, encouraging a growth mindset, and building confidence and self-efficacy among team members.

In this workshop leaders will be trained to use the GROW model of coaching to create a supportive and empowering environment that fosters team members' growth, development, and overall success.

Format:

- Can be as a 2 hour or half-day workshop
- Delivered in-person or online
- Groups of 6-20
- Can be paired with 1-1 coaching follow-up for application

Workshop Outcomes:

Workshop participants will:

- Understand why coaching is a key part of leadership
- Learn how to use the GROW model of coaching
- Identify how to apply coaching techniques to a range of leadership challenges



Beyond Burnout Workshop

Resilient Leadership Workshop Series

A selection of workshops to equip groups of leaders to be proactive about burnout, mental health and stress

This workshop focuses on the specific challenges that leaders face in avoiding burnout and the strategies they can employ to maintain their well-being.

Leaders will gain practical insights into topics such as managing stress, self-care, work-life balance, setting boundaries, mental well-being and developing resilience.

While insights are relevant to leading teams, this workshop is focused on the health of leaders participating in the workshop.

Format:

- Can be as a 2 hour or half-day workshop
- Delivered in-person or online
- Groups of 6-20
- Can be paired with 1-1 coaching follow-up for application

Workshop Outcomes:

Workshop participants will:

- Understand and diagnose burnout
- Identify how to manage specific stressors at work
- Create a self-care plan



Creating a Resilient Team Culture Workshop

Resilient Leadership Workshop Series

A selection of workshops to equip groups of leaders to be proactive about burnout, mental health and stress

Given the reality of remote work, this workshop examines how leaders can effectively manage remote teams while addressing the unique challenges that can contribute to burnout, such as lack of social interaction, increased workload, and blurred work-life boundaries.

Leaders will gain practical tools to create supportive environments that promote employee mental well-being, reduce burnout and increase resilience.

Format:

- Can be as a 2 hour or half-day workshop
- Delivered in-person or online
- Groups of 6-20
- Can be paired with 1-1 coaching follow-up for application

Workshop Outcomes:

Workshop participants will:

- Understand the drivers of team health
- Identify how to create meaningful connection in a remote work context
- Help team members build a mutually supportive culture



Harnessing Emotional Intelligence Workshop

Resilient Leadership Workshop Series

A selection of workshops to equip groups of leaders to be proactive about burnout, mental health and stress

This workshop examines how emotional intelligence, including self-awareness, self-regulation, empathy, and relationship management can impact leadership effectiveness and prevent burnout.

Leaders will gain practical tools to create supportive environments that promote employee well-being and reduce burnout.

Format:

- Can be as a 2 hour or half-day workshop
- Delivered in-person or online
- Groups of 6-20
- Can be paired with 1-1 coaching follow-up for application

Workshop Outcomes:

Workshop participants will:

- Identify how they can improve their emotional intelligence
- Apply insights to managing team conflict
- Strengthen connection, rapport and trust with team members

Program Impact

25+%

increase in leadership **trust** scores and team effectiveness

90+%

rate the learning as **highly valuable** for professional and personal growth

88+%

would recommend to others (within global bank)

25+%

positive shift in key mindset and behaviors (pre/post survey)

10+%

% bump in **employee engagement** scores of participants



Affiliations

