

Organizational Capacity Building

All courses are 3 hours in length

Module Title	Brief Description	Deliverables
Leadership Development	Developing your leadership skills at the expert level.	<ul style="list-style-type: none"> • Unhooking from counter-productive reactions and patterns • Being able to resolve un-resolvable conflicts • Knowing the difference between problems to be solved and polarities to be managed • Tuning into the deepest personal source of power and strength • Producing extraordinary results in the face of obstacles and resistance • Becoming a communicator who hears - and is heard – deeply • Turning work into a powerful vehicle for life-long personal and leadership development • Working with a greater sense of purpose, power and peace
Collaborative Leadership	Leadership is contagious – Improving your organization by developing leaders	Building leadership capacity throughout the organization Collaborating with leadership within an organization and community collaboration between multiple service providers
Fostering a culture of continuous Learning	Organizational improvement through a culture of continuous learning.	Creating an organization culture of continuous learning requires a strategic approach that is guided by values and supported by systems, and processes. In this training participants will learn about the values and practices that guide all individuals across the organization to continuously increase knowledge and build competence. Fostering a culture of continuous learning contributes to staff retention, strengthens equity and inclusion across the organization, builds leadership capacity and ultimately provides for positive client outcomes.
Mindful Leadership	Being Present – Improving outcomes for you and those around you.	<ul style="list-style-type: none"> • Learn how a personal practice of Mindfulness can improve your success as a leader. • Learn how Mindfulness can help you effectively lead and work in an environment of constant change.
Introduction to Mindfulness	The benefits of Being Present	Effectively lead and work in an environment of constant change. Learn how mindfulness can impact individuals as well as organizations leading to improved relationships, more resilience and sustainable high performance reduce stress while improving focus and developing self-awareness
Conflict Resolution /Healthy Conflict	Understanding the needs of your colleagues – how to recognize and respond to them.	<ul style="list-style-type: none"> • Learning the role of healthy conflict in an organizations • Knowing how to engage in a conflict conversation in a constructive way • Identifying key behaviours to avoid
Let’s Talk: conversations for possibilities	Building team harmony through thoughtful conversations.	Provide a foundational approach to having conversations that are: <ul style="list-style-type: none"> • Full of hope and possibility, purposefully focused on strengths and creativity • Strengthen and or build positive relationship • Moving from self-focused to group-focused • Encouraging people to take risks and learn together • Co-create solutions that will meet the needs of all those involved

Effective Decision Making	Setting up structures so that information flows both ways	<ul style="list-style-type: none"> • Building an environment within your organization that is conducive to effective decision making • Helping staff to understand the how's and the why's
Effective Change Management	Descriptions of different models and the resources/structures	Training on the different models of Change Management that can be used to smoothly and successfully guide your organization through large and small change.
Values-Driven Leadership	Using shared and personal values to build effective and respectful workplaces.	<ul style="list-style-type: none"> • Defining your personal and organizational values • How to share in a manner that is progressive and appropriate • Setting workplace standards that inspire your team.
Project Management	Using the role of the Project Management to improve coordination and efficiency within your organization.	Organizations are frequently required to implement new initiatives, directions and policy. Project Management is a structured approach to realizing new enterprises that begins with ensuring alignment with the organization's strategic plan and emphasizes well thought out planning and execution of the new initiative. In this course, learners will understand the roles in project management, the five stages of projects and the six aspects of projects that must be paid attention to throughout the life of a project. Learners will become familiar with project management terms and understand how to write a project scope statement, assess risks and develop mitigation plans, assess key stakeholders and create communication strategies to address the needs of stakeholders, and how to design and modify project activities and monitoring reports.
Program review methodology and approach	Using Program Reviews to improve your organization	<p>This course will help develop your organization's approach and methodology for Program Reviews.</p> <ul style="list-style-type: none"> • Leads to more valuable insights, greater job satisfaction from employees
Strategic Planning	Orientation to strategic planning	<ul style="list-style-type: none"> • Operational planning for optimum efficiency and effectiveness (half day module) • Engaging client feedback • Managing the consultant(s)
Leading with Presence	Becoming the kind of leader employees look up, and long to work for.	<ul style="list-style-type: none"> • Unhooking from counter-productive reactions and patterns • Being able to resolve un-resolvable conflicts • Knowing the difference between problems to be solved and polarities to be managed • Tuning into the deepest personal source of power and strength • Producing extraordinary results in the face of obstacles and resistance • Becoming a communicator who hears - and is heard – deeply • Turning work into a powerful vehicle for life-long personal and leadership development • Working with a greater sense of purpose, power and peace
Establishing a PMO	Learning the roles and the functions of a project management office	Learning the roles and the functions of a project management office, understanding the different types of PMOs, knowing the competencies to look for, learning how to keep a PMO accountable to its mission
Stakeholder Management	How to maximize your relationship with Stakeholders	<ul style="list-style-type: none"> • Learning a stakeholder management framework • Understanding how to manage each type of stakeholder in the framework

Building Trust – Session 1	Building stronger organizations through developing trust	Learning the role of trust in an organization Knowing how to identify trust building moments and capitalize on them
Passive Resistance – Building Trust Session 2 (Session 1 is a prerequisite for this course)	Continued in-depth learning about building trust within your organization.	Learning the role of trust in an organization Knowing how to identify trust building moments and capitalize on them
Engaging Facilitation	Introduction to successful facilitation	<ul style="list-style-type: none"> • Facilitation in adult learning • Critical success factors • Tricks & tools – large and small group method • The power of engagement/participation