

THRIVE: A Leadership Journey

Develop the thinking, habits, and systems that help people and performance thrive.

Learn how to use behavioural science and systems thinking to increase motivation and engagement

Working closely with a coach, you will cultivate a deeper understanding of human behaviour and relationships and learn how to enhance motivation and engagement in yourself and others.



Guidance and support to improve the way you work, lead, and live

THRIVE helps you turn intention into action by introducing concepts over time, encouraging critical thought, and supporting you to make small changes.

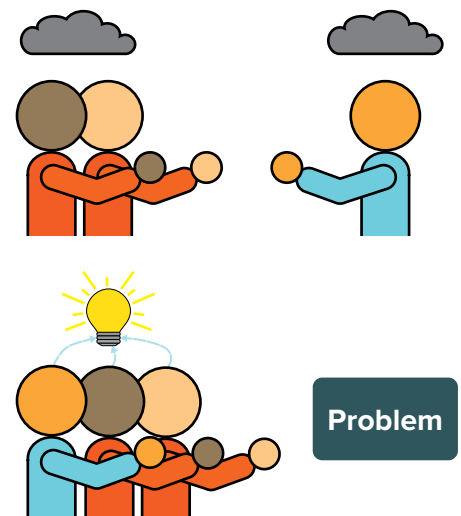
In exchange for your efforts, you'll realize better decision-making, the achievement of meaningful goals, stronger relationships and teams, and improved performance and well-being for yourself and everyone you lead.



Think differently about the challenges you face and the path to overcome them

THRIVE guides you to move away from reacting to symptoms with “We need more ___” (people, time, money, pizza, etc.) and equips you with skills and confidence to address your root causes and effectively solve even your most persistent problems.

You will develop the motivation and ability to design and implement initiatives that solve problems and create an environment that supports people to thrive.



THRIVE: A Leadership Journey can help you:

- ▶ Improve performance, productivity, engagement, and well-being
- ▶ Enhance teamwork and collaboration
- ▶ Improve conflict resolution and problem-solving
- ▶ Learn how to lead change in yourself, others, and your organization
- ▶ Alleviate stress, bring more joy into your life, develop, succeed, and help others do the same

Not just for those in formal leadership positions - THRIVE welcomes anyone looking to enhance individual well-being and performance

WE UNDERSTAND AND SUPPORT CHANGE

Sustained and meaningful results require moving beyond awareness and supporting people to make changes to their thinking and behaviour. Change isn't easy. The THRIVE program supports change by providing:

AN IMMERSIVE EXPERIENCE

You'll learn first-hand how expectations, conversations, and empathy help build trust, safety, motivation, and teams. We teach leading change by supporting change. We teach listening by listening. We teach coaching by coaching.

IDEAS, DISCUSSION AND SUPPORT

We ask you to read materials and answer questions in advance. This gives you time to reflect and participate in meaningful discussion about the things that matter to you. Our discussions go beyond awareness and good intentions and support you to achieve real and sustained change.

A SAFE ENVIRONMENT

THRIVE offers a safe, supportive, trusting, and inspiring environment that builds individual confidence and comfort with growth and development. Small groups (up to 12 participants) allows us to share ideas and experiences and build connections and community.

CONTENT THAT CONNECTS

We create an engaging and enjoyable learning experience with facilitated discussions focused on your experiences. No slides, lectures, or tests. Our full-colour, easy-to-read learning materials with coaching questions help you come prepared to participate in the conversation.

WHAT PEOPLE ARE SAYING ABOUT THRIVE: A LEADERSHIP JOURNEY

THRIVE: A Leadership Journey has been life-changing, positively impacting both my work and home life. The course has helped me understand people better (including myself – big time). I have been to many conferences and training programs, watched videos, and listened to podcasts, but I have found it hard to put the ideas into action. THRIVE: A Leadership Journey helped me to turn my good intentions into action and get results. I am grateful for the opportunity to participate and look forward to making a significant impact on my company, the people who work it in, and the clients we serve.

Andrew Kaikkonen

Co-Owner, atWork Office Furniture

The THRIVE Journey

Part leadership development program, part introduction to organizational development. The THRIVE Leadership Journey is twelve learning modules, broken into three main sections. Each module provides ideas, tools, and skills participants take with them on their journey to enhance their development and apply a deeper understanding of what it takes to help people and performance thrive.

Introduction

Laying the Foundation

Creating a Space to Thrive

Thoughts, Feelings, and Behaviours

Systems Thinking and Problem Solving

Goals and Strategy

Understanding and Developing People

Motivation and Engagement

Getting to Know and Understand People

Helping People Thrive

Helping Teams Thrive

Taking Action

Addressing Problems and Navigating Conflict

Using Resources Wisely

Self-Awareness, Development, and Care

Creating a Culture Where People Thrive

Wrapping Up and Moving Forward

LAYING THE FOUNDATION

Get comfortable with your own development and learn fundamental concepts that you will use to solve problems, support development, and lead change.

Topics include: Psychological safety, stress, resistance to change, mindset, emotional intelligence, empathy, root cause, using data, and creating aligned goals.

UNDERSTANDING AND DEVELOPING PEOPLE

Learn how to engage people to increase performance and well-being. Increase your comfort and proficiency in guiding other people's development using coaching principles.

Topics include: Stress management, delegation, effective communication, boundaries, coaching, one-on-ones, giving feedback, supporting change, team building, and meetings.

TAKING ACTION

Apply the new ways of thinking and create habits to overcome common challenges and lead change. Develop goals and plans to put your knowledge and skills into action to resolve performance issues, make better use of your time, and improve your own well-being.

Topics include: Performance coaching, victim mentality, time management, getting and using feedback, defining the culture you want, and leading change.

THRIVE: A Leadership Journey

humaningmadeeasier.com

For more information, contact

Melanie Taylor

President & Partner Faciliator

Melanie is an Organization Development Certified Professional (ODCP) who loves helping people develop ideas and habits that propel them forward.

Throughout her career, from managing safety, wellness, and continuous improvement in her family's manufacturing business, to owning and operating an award-winning retail store and parenting centre, to coaching and consulting in the organizational development field, Melanie has helped people and organizations develop systems, behaviours, and thinking that enhance their well-being and increase their success.

Melanie has a master's degree in engineering from the University of Waterloo. Her education and experience have given her a great understanding of systems thinking and human behaviour, which she uses to help individuals, teams, and organizations effectively solve problems and realize opportunities. She is known for creating spaces where people feel safe, valued, and included, and for challenging people to think and grow.

Giving to her community is important to Melanie. She has been a member of numerous boards, committees, and councils and a mentor with Big Brothers Big Sisters. She spent nine years volunteering for the Board of the St. Thomas Elgin General Hospital, three of those years as Board Chair during the retirement of the hospital's long-standing President and CEO and the peak of a major redevelopment project. She currently serves as Chair of the School Council at her children's school.

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