SERVICE CATALOGUE / 2026

Leadership and organizational development

Leadership alignment.
Team cohesion.
Culture & performance.

Government of Canada ProServices supplier, qualified to deliver Senior Level III leadership and organizational development mandates.

OUR APPROACH

How We Work

Start with your reality

What needs to change? What's getting in the way? What do you want people to do differently? We shape the work around those questions.

Practical and conversational

People work on real situations, challenge assumptions and learn from one another. We bring tools that help make the next conversation, decision or action clearer.

Build through application

Participants try what they learn at work, then return with examples, questions and adjustments. Coaching and follow-up help keep the learning connected to daily leadership.

Learn it. Try it. Bring it back.

Available in English and French.

START HERE

Ways to Work With Us

Leadership Workshops

Build a specific leadership skill through practical tools, conversation and application. Explore the 14 flagship workshops on pages 4–5.

Leadership Journeys & Academy

Connect workshops, assessments and coaching over time. Follow a recommended path or coordinate multiple cohorts within one academy.

EQ-Based Leadership

Use emotional intelligence insights to guide individual development and conversations about how a team works together.

Team Development

Work on styles, trust, working agreements and collaboration through facilitated team experiences.

Executive Development & SLT Alignment

Support senior leaders individually and create space for leadership teams to work through shared issues and decisions.

Micro-Learning & Focused Modules

Bring leadership learning into shorter sessions, connected series or a targeted development need.

Choose a starting point. We'll help define the focus, format and support that fit your people and objectives.

LEADERSHIP WORKSHOPS / 1 OF 2

Leadership Workshops

Practical conversations and tools for the situations leaders face every day.

Communication Skills for Leaders

Make yourself understood. Check what you've understood.

Practise listening, asking clearer questions and adapting your message. Work through assumptions and misunderstandings in conversations you face as a leader.

Feedback & Accountability

Make expectations and follow-through clear.

Describe observable behaviour and its impact, invite the other person's perspective and agree on a next step. Practise the conversations that connect feedback with responsibility.

Coaching Skills for Leaders

Help others think through their next move.

Practise listening and asking questions that open up useful possibilities. Use real conversations to help people choose a next step and take ownership.

Delegating & Empowering Others

Give people the clarity and room to own the work.

Define the result, authority, support and checkpoints a task requires. Explore how to transfer responsibility and help people build confidence and capability.

Adapting Your Leadership Style

Give people the direction and support they need.

Consider capability, confidence and ownership in a specific task. Practise adapting your leadership as people develop and responsibilities evolve.

Leading with Emotional Intelligence

Choose your response in the moments that matter.

Recognize emotional triggers and their effect on judgment and relationships. Practise empathy, impulse control and clear expectations in real leadership situations.

EQ Under Pressure

Regain perspective when emotions run high.

Notice how demanding situations affect your behaviour. Practise pausing, resetting and choosing a response that serves the conversation and the people involved.

LEADERSHIP WORKSHOPS / 2 OF 2

Leadership Workshops

Practical conversations and tools for the situations leaders face every day.

Managing Workload & Expectations

Make priorities and commitments realistic.

Examine competing requests, available capacity and where attention goes. Practise the conversations needed when expectations exceed time or resources.

Critical Thinking & Decision-Making

Ask better questions before choosing a direction.

Define the problem, test assumptions and compare possible responses. Consider evidence and other perspectives before deciding what to do.

Influencing Without Authority

Build understanding and support for your ideas.

Clarify your message and the interests of the people involved. Practise making a case, addressing concerns and inviting commitment across working relationships.

Leading Performance & Engagement

Connect everyday leadership with the experience of work.

Explore what supports motivation, contribution and follow-through. Work on clear expectations and conversations that help people perform and stay engaged.

Executive Mindset: From Me to We to Us

See the decision through an organizational lens.

Examine the shift from individual and team priorities to shared organizational responsibilities. Work through trade-offs, cross-functional relationships and collective impact.

Leading Self Through Change

Find your footing when familiar ways shift.

Explore your reactions to uncertainty and change. Identify what you can influence and the habits that help you stay engaged and move forward.

Leading Through Change & Uncertainty

Help people move forward with clear expectations.

Connect the reason for change with what it means for people's work. Practise communicating what is known, addressing concerns and supporting action as conditions evolve.

CONNECTED DEVELOPMENT

Leadership Journeys

Leadership development that builds over time.

A journey connects learning, practice and reflection. Leaders return to the same development goals across workshops, coaching and real situations at work.

Emerging Leaders

For aspiring leaders, supervisors and people moving into leadership for the first time. Build self-awareness, communication and the habits that support leading others.

People Leaders

For managers responsible for people, performance and change. Develop the conversations, judgment and organizational perspective the role requires.

A recommended path

Start with a connected sequence, then adjust the emphasis, pace and examples around your leaders and organizational priorities.

Support between sessions

Assessments, individual or group coaching and applied learning can deepen the work and help leaders practise specific behaviours.

Start with the journey.
Customize what matters.

RECOMMENDED PATHWAY

Emerging Leaders

For aspiring leaders, supervisors and people moving into leadership for the first time.

Build a clear foundation for leading others.

01 **Understanding Yourself as a Leader**

Explore your styles, values and how others experience you.

02 **Communication Skills for Leaders**

Listen, check understanding and make your message clear.

03 **Influencing Without Authority**

Build support through relationships and clear requests.

04 **Adapting Your Leadership Style**

Match direction and support to the person and task.

05 **Feedback & Accountability**

Connect useful feedback with clear commitments.

06 **Leading Self Through Change**

Recognize your reactions and choose how to move forward.

The sequence, duration and support are adapted to the cohort. Assessments and coaching can be included to connect insight with individual development goals.

RECOMMENDED PATHWAY

People Leaders

For managers responsible for people, performance and change.

Lead people, performance and change with greater intention.

01 **Leading with Emotional Intelligence**

Recognize patterns that affect your leadership choices.

02 **Communication Skills for Leaders**

Make conversations clearer and more useful.

03 **Influencing Without Authority**

Work across interests and responsibilities.

04 **Coaching Skills for Leaders**

Help others explore options and choose a next step.

05 **Adapting Your Leadership Style**

Adjust direction and support as people develop.

06 **Delegating & Empowering Others**

Clarify ownership, authority and follow-through.

07 **Leading Performance & Engagement**

Connect expectations, motivation and contribution.

08 **Managing Workload & Expectations**

Agree on priorities that fit available capacity.

09 **Executive Mindset: From Me to We to Us**

Consider the wider organization in team decisions.

10 **Leading Through Change & Uncertainty**

Build understanding and action as conditions evolve.

A recommended, adaptable sequence. We select the depth, pace, assessments and coaching around the cohort's responsibilities and development priorities.

LEADERSHIP ACADEMY

A common leadership language. Different development paths. One academy.

Connected development paths for different leadership levels, built around shared expectations and your organization's priorities.

01 / LEARN TOGETHER

Cohort-based workshops

Leaders learn with peers in a connected series. Content and examples fit each cohort's experience and responsibilities.

02 / BUILD SELF-AWARENESS

Assessments

Selected assessments help leaders understand their styles and emotional patterns, then choose specific development goals.

03 / WORK ON REAL SITUATIONS

Individual and group coaching

Individual coaching supports personal goals. Group coaching brings peer perspectives to challenges leaders are facing.

04 / PUT LEARNING TO WORK

Applied learning between sessions

Leaders try a behaviour or tool at work, then return with what happened and what they want to adjust.

05 / CONNECT TO THE ORGANIZATION

Sponsor or senior leader involvement

Sponsors help clarify priorities and expectations. Senior leaders connect the learning to organizational decisions and realities.

06 / BRING IT INTO THE TEAM

Team integration

Leaders bring shared language and practices into team conversations, working agreements and everyday decisions.

07 / KEEP BUILDING

Follow-up and reinforcement

Follow-up sessions revisit commitments and real examples. Leaders reflect on progress, address obstacles and decide what to keep practising.

Learn it. Try it. Bring it back.

EMOTIONAL INTELLIGENCE

EQ-Based Leadership

Understand the patterns.
Use the insight at work.

EQ-i 2.0

Individual emotional intelligence assessments support self-awareness and development. A debrief connects the results to specific leadership situations and goals.

Leadership application

Workshops and coaching help leaders explore triggers, empathy, assertiveness and judgment, then practise responses in situations they need to handle.

INSPR Team EQ Profile

A team-level synthesis of EQ insights. Coded or anonymous competency maps help the team explore differences, collaboration patterns and possible sources of tension.

A facilitated discussion connects the team profile with everyday working relationships, decisions and commitments. The focus is on what the team wants to understand and do differently.

Self-awareness becomes useful through conversation and practice.

WORKING TOGETHER

Team Development

Understand one another.
Agree on how to work together.

Styles and preferences

Use Dynamix to understand behavioural preferences and differences in communication and decisions. Apply the insights to situations the team is facing.

Trust and working agreements

Address recurring friction and unclear expectations. Define how the team raises concerns, makes decisions and follows through.

Roles and collaboration

Explore responsibilities, dependencies and the assumptions that create silos. Clarify what colleagues need from one another.

Values and culture

Translate values into observable choices. Examine where intentions and daily behaviour diverge, then agree on what to practise.

Respect. Understand. Align.

RUA supports conversations that build understanding and a shared way forward.

FACILITATED INTERVENTIONS

Leader-Team Alignment

Three facilitated interventions designed for different moments in the leader-team relationship.

New Leader Assimilation

Start the relationship

Best used when: A leader is new to the team or role.

Primary focus: Build trust, clarify expectations, understand the team, and establish effective ways of working.

How do we start well together?

Live 360

Improve the leader's impact

Best used when: A leader has been in role long enough for the team to meaningfully experience their leadership.

Primary focus: Surface candid feedback, uncover blind spots, and clarify what helps or hinders team performance.

How is the leader landing, and what needs to change?

Team Reset

Improve how the team works together

Best used when: An established team needs to address friction, drift, unresolved issues, unclear expectations, or ineffective ways of working.

Primary focus: Surface what is no longer working, reset norms and expectations, and recommit to better ways of working.

What is no longer working, and what do we need to change together?

SENIOR LEADERSHIP

Executive Development

Space to think.
Perspective to act.

Executive Coaching

For directors, vice-presidents, presidents, general managers, C-suite executives and other senior leaders. Work through decisions, stakeholder relationships and the responsibilities of your role.

INSPR360

Stakeholder interviews bring perspectives on observable leadership behaviour and its impact. The synthesis connects behaviour, impact and desired shifts to development priorities.

Executive Group Coaching

Senior leaders explore real situations through guided questions and peer perspectives. Sessions support reflection, judgment and practical commitments.

The development focus and confidentiality arrangements are agreed at the outset. Where a sponsor is involved, expectations and progress conversations are defined together.

SENIOR LEADERSHIP

Executive & SLT Alignment

Helping senior leadership teams think clearly, work through the real issues and move forward together.

Conversations the team needs to have

Leadership-team formation

Clarify the mandate, roles and how the team will work together.

Competing priorities and trade-offs

Surface different priorities and make the choices the organization needs.

Trust and friction

Address recurring tension and agree on how to raise concerns and follow through.

Organizational change

Work through what change asks of the team and how to lead it together.

Collective decision-making and alignment

Compare assumptions, clarify decisions and agree on collective commitments.

GAREN JEMIAN

Founder-led

Executive and SLT Alignment engagements are led by Garen Jemian and shaped around the team's mandate, dynamics and organizational reality.

Government of Canada ProServices supplier, qualified to deliver Senior Level III leadership and organizational development mandates.

LEARNING IN SHORTER SESSIONS

Micro-Learning

A steady rhythm of learning and application.

Most leadership topics can be adapted to 60- or 90-minute formats. A connected series gives people time to try a tool or behaviour, then return with real examples.

6-session series

A focused series around selected leadership priorities. Sessions build a shared language and practical skills, with application between meetings.

12-session series

A broader development series with room to revisit themes and build over time. The sequence connects leadership topics with the situations participants bring back.

Select the topics

Choose from the leadership workshops and focused learning modules. We connect the topics around your people, their roles and organizational priorities.

Keep it practical

Each session gives participants something specific to try. Later sessions make space for what worked, what got in the way and what needs adjusting.

Learn it. Try it. Bring it back.

TARGETED DEVELOPMENT

Focused Learning Modules

A specific topic, grounded in the conversations and situations your people face.

Managing Up

Understand senior stakeholders and make recommendations clear.

Navigating Difficult Conversations

Prepare for and work through conversations you have been avoiding.

Active Listening

Check assumptions and listen for what matters to the other person.

Powerful Questions

Ask questions that help people examine choices and possibilities.

Assertiveness & Boundaries

Communicate limits, needs and requests with clarity and respect.

Communicating Change

Explain what is changing and make space for practical questions.

Working Through Uncertainty

Identify what is known, what can be influenced and the next useful step.

Psychological Safety

Explore the behaviours that help people contribute and raise concerns.

Trust & Candour

Build the conditions for honest, respectful conversation.

Team Norms

Agree on everyday behaviours and how to revisit commitments.

Role Visibility & Silos

Clarify contributions and dependencies across working relationships.

Decision Alignment

Surface assumptions and agree on how decisions move forward.

Engagement & Motivation

Explore what supports contribution and the experience of work.

Modules can support a targeted session or become part of a workshop, journey, academy or micro-learning series.

INDIVIDUAL AND GROUP SUPPORT

Coaching & Assessments

Leadership Coaching

Develop your approach to communication, confidence, delegation, difficult conversations or a transition in role.

Executive Coaching

Explore decisions, relationships and choices in connection with senior leadership responsibilities. See Executive Development on page 13.

Group Coaching

Bring leaders together to explore real situations through guided questions and peer perspectives. Make commitments to test between sessions.

Dynamix

A behavioural styles tool for understanding preferences, recognizing differences and adapting how people communicate and work together.

EQ-i 2.0

Workplace and Leadership reports support reflection on emotional intelligence. A debrief connects assessment insights with development goals.

Assessment Debriefs

Make sense of the results in the context of the person's role, relationships and current situations. Identify specific behaviours to practise.

We select tools and support around the development objectives. Coaching focus, sponsor involvement and confidentiality are agreed at the outset.

EXPERIENCE & CREDIBILITY

Grounded in real organizational work.

Leadership alignment.
Team cohesion.
Culture & performance.

Public and private sectors

Workshops, coaching and facilitated conversations shaped around the people, priorities and decisions within each organization.

An experienced network

Inspireship brings together coaches, facilitators and seasoned professionals. The delivery team is selected around the work and the people involved.

Government of Canada

ProServices supplier, qualified to deliver Senior Level III leadership and organizational development mandates.

LET'S TALK

What needs to change?

Tell us who the experience is for, what is happening today and what you want people to do differently.

We'll help you define the focus and choose the right approach.

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inspireship.com

Workshops, leadership journeys, academies, team development, executive alignment and coaching.

Available in English and French.