

# 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

We don't start with a workshop.  
We start with what's actually happening.

**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.

**03    Influencing Without Authority**

Work across interests and responsibilities.

**05    Adapting Your Leadership Style**

Adjust direction and support as people develop.

**07    Leading Performance & Engagement**

Connect expectations, motivation and contribution.

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

Consider the wider organization in team decisions.

**02    Communication Skills for Leaders**

Make conversations clearer and more useful.

**04    Coaching Skills for Leaders**

Help others explore options and choose a next step.

**06    Delegating & Empowering Others**

Clarify ownership, authority and follow-through.

**08    Managing Workload & Expectations**

Agree on priorities that fit available capacity.

**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.

**03 / WORK ON REAL SITUATIONS**

## Individual and group coaching

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

**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.

**07 / KEEP BUILDING**

## Follow-up and reinforcement

**02 / BUILD SELF-AWARENESS**

## Assessments

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

**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.

**06 / BRING IT INTO THE TEAM**

## Team integration

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

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.

## 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 12.

## 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.

Client experience and selected references to be added following review.

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.

**hello@inspireship.com**

inspireship.com

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

Available in English and French.