



# better your best

BUSINESS PERFORMANCE SPECIALISTS



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## BETTER YOUR LEADERSHIP: LEADING SELF

A CORPORATE LEADERSHIP COURSE



BEING AT THE HELM OF YOUR LEADERSHIP is to understand that leadership is an inside job. It starts with a clear understanding of who you are – strengths, blind spots, triggers – to be better able to lead others. By understanding who you are, you are better able to engage in the many different types of conversations that are required of leaders, and how to adapt to those that are different than you. When leaders are a part of teams that frequently engage in important conversations built on trust, commitment, and accountability, they perform better. Developing ourselves to be our best is the first step.

### Objective

**Develop a group of conscious, self-aware leaders who take radical responsibility for their thoughts, words, and actions. These leaders are able to rise to the moment and positively impact the ecosystem around them.**

### Key Outcomes

- Leverage their **Strengths, Energizers, and Core Competencies** to perform at their best in their day-to-day roles
- **Communicate** effectively with others of different behavioural styles
- Learn and Cultivate a **Growth Mindset**
- Create and Execute a **Personal Performance Plan**
- Develop and Expand **Emotional Intelligence**
- Engage in the Important and **Courageous Conversations** that drive results

**Delivery:** 29 hours of hybrid training on online and in person. Pre-work and homework is delivered and tracked online through a learning management system.

**Pre Work:** Complete a TriEQ Assessment & Core Competencies Assessment, Complete the Leader Discovery Profile in the Coaches Console

**Course Reading:**

- *Dare to Lead* by Brene Brown
- *15 Commitments of Conscious Leadership* by Dethmer, Chapman & Warner-Klemp
- *Surrounded by Idiots: The Four Types of Human Behavior* by Thomas Erikson
- *Measure What Matters* by Jim Doer

**\*Corporate Pricing:**

**3 – 6 PEOPLE**

**Training Investment: \$10,000.00 CAD + GST per group of 3 - 6**

**Participant #7 and onward, \$1200 CAD + GST per person**

Assessments: \$250 + GST per person

NOTE: this course requires a minimum of 3 participants from a professional services firm to be eligible for participation and continuing education credits.

**Internal Champion** - Each organization will have a designated internal champion to own, lead, and support the corporate training. This champion is responsible for organizing, communicating, and holding their group accountable to the program and their learnings. They will be given support and training throughout the entirety of the program. They will host and facilitate the accountability groups and will be trained on how to do so effectively.

**Evaluating & measuring effectiveness**

All participants will complete

- a TriEQ & Core Competency Behaviour Assessment before the training
- A pre-training self-assessment on their leadership and learning goals
- Participants will capture their learnings and observations monthly in their private learning portal
- A post-training self-assessment on the effectiveness of their learning and self-discovery
- Participants will complete a wrap-up project written, video or PowerPoint. The presentation will be a case study reflection on facing a key challenge and the applied key leadership learnings from the course.

2025 Dates	Date	Topic	Duration	Format	Training Objectives
<b>Module 1</b>	January 8th	Kick Off & Core Competencies	120 Min 90 Min	Webinar Accountability Group	<ul style="list-style-type: none"> <li>• Value of ongoing learning</li> <li>• Identify &amp; amplify personal top 5 core competencies</li> <li>• Clarify &amp; articulate leadership zone of genius</li> </ul>
<b>Module 2</b>	February 5th	Driving Forces	90 Min 90 Min	Webinar Accountability Group	<ul style="list-style-type: none"> <li>• Driving forces and role engagement</li> <li>• Understand conflict</li> </ul>
<b>Module 3</b>	March 5th	DISC	90 Min 90 Min	Webinar Accountability Group	<ul style="list-style-type: none"> <li>• Behavioural Strengths/Growth opportunities</li> <li>• Communication styles</li> </ul>
<b>Module 4</b>	April 2nd	Power of OKR's	90 Min 90 Min	Webinar Accountability Group	<ul style="list-style-type: none"> <li>• Know how to define an OKR, know how to define a key result, know how to track and measure</li> <li>• Understand outcomes vs output</li> </ul>
<b>Module 5</b>	May 7th	Personal Performance Plans	90 Min 90 Min	Webinar Accountability Group	<ul style="list-style-type: none"> <li>• Understanding key priorities, role accountabilities</li> <li>• Define 90 day role goals or OKR's</li> </ul>
<b>Module 6</b>	June 4th	Time Management	90 Min 90 Min	Webinar Accountability Group	<ul style="list-style-type: none"> <li>• Define ideal state vs. time wasters</li> <li>• Understand the difference between urgent &amp; important</li> </ul>

<b>Module 7</b>	September 3rd	Conscious Leadership	90 Min 90 Min	Webinar Accountability Group	<ul style="list-style-type: none"> <li>• Radical Responsibility</li> <li>• Drama Triangle</li> <li>• Intro to 15 Commitments</li> </ul>
<b>Module 8</b>	October 1st	Emotional Intelligence	90 Min 90 Min	Webinar Accountability Group	<ul style="list-style-type: none"> <li>• What, why, &amp; how of EQ</li> <li>• Regulation strategies</li> </ul>
<b>Module 9</b>	November 5th	Courageous Conversations	90 Min 90 Min	Webinar Accountability Group	<ul style="list-style-type: none"> <li>• Understand the key elements, when to engage</li> </ul>
<b>Module 10</b>	December 5th	Wrap up	120 Min	Wrap Up	<ul style="list-style-type: none"> <li>• Wrap up videos</li> </ul>
		<b>Total Training Time</b>	<b>29 Hours</b>		

## Instructor Bios

	<b>Carolyn de Voest</b> B. Ed CPCC MBA	<a href="mailto:carolyn@betteryourbest.ca">carolyn@betteryourbest.ca</a> 778-238-6448
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Carolyn has been the founder and principal of Better Your Best Business Performance Specialists for over 15 years. Carolyn and her team of associates work with business owners, leaders, and their teams to exceed their best. Better Your Best equips organizations to enhance their leadership, optimize their teams, and execute their strategy.

She believes that to be successful, businesses need to put their people first, foster cultures of ongoing learning, and continuously engage in courageous conversations. Carolyn's clients appreciate her for her ability to ask powerful questions, listen intently, and identify that which is not being said. She is direct in her approach by getting to the essence of that which is most important in order to overcome challenges and to achieve results.

A lifelong student, Carolyn has been dedicated to learning about all elements of human and business performance. Carolyn holds a Bachelor of Education from McGill

University, a Master of Business Administration in Management Consulting from Royal Roads University, and is an accredited coach through the Coaches Training Institute. Carolyn's teaching, speaking, and facilitation experience includes engagements with organizations such as the **Women's Tennis Association (WTA)**, the **Business Transitions Forum (BTF)**, **British Columbia Institute of Technology (BCIT)**, **Entrepreneurs Organization (EO)**, **Young Presidents Organization (YPO)**, **Carrie Doll Consulting**, and **W North**.


Carolyn likes to "better her best" by exploring the world, having been to over 20 countries, engaging in physical events such as a charity bike relay across Canada, and volunteering in her community to coach soccer, ice hockey, and field hockey. In her free time, Carolyn can be found outdoors on a bike, skis, or on the tennis court with her family.

	<p><b>Alison Caldwell Johnson</b> BA, CLC, ACC</p>	<p><a href="mailto:allison@betteryourbest.ca">allison@betteryourbest.ca</a> 604-785-9959</p>
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Alison is a passionate Leadership Development expert focused on connecting people to their unique combination of values, strengths and skills. She has extensive experience working with operational and leadership teams across North America in a wide variety of industries and sectors to optimize performance, deliver outcomes, build action plans and generate a culture for positive change.

For more than 25 years, Alison has been successfully designing and facilitating custom, transformative leadership and training programs, starting in the non-profit sector. More recently, she has deepened her experience, working with dozens of organizations across tech, mining, biotech, food manufacturing, organized real estate, and accounting sectors.

Alison holds a Bachelor of Arts from the University of British Columbia and is an ICF Associate Certified Coach (ACC). She holds several certifications and diplomas including certifications in CoreStrengths 2.0 and the WE-Q Profile.

	<p><b>Fyfe Barraclough</b> ACC, CPCC, CPQC</p>	<p><a href="mailto:fyfe@betteryourbest.ca">fyfe@betteryourbest.ca</a> 604-518-6924</p>
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Fyfe Barraclough is an associate facilitator/instructor with Better your Best, helping business owners and the teams excel.

With his history as an entrepreneur, Fyfe understands the challenges and pitfalls of owning and running a successful business and has always loved teaching and sharing new skills and tools to elevate others building businesses.

He has delivered in-room training to 100's of business owners, on topics from marketing, customer service, and basic sales to time management, leadership development and strategic planning.

Over the last few years, Fyfe has also spent considerable time delivering virtual workshops and facilitation with Better your Best through the Leading Self course, DISC Workshops and other business performance training and education.

He has also given workshops on mental fitness for companies such as Turo (ride sharing app) and to several local Vancouver high schools. In 2023, Fyfe launched and facilitated a year-long mastermind for entrepreneur dads to help them navigate the challenges of parent-hood and entrepreneurship.

Fyfe loves being outdoors, mountain biking, skiing and trail running and has been an avid volunteer with VASS (Vancouver Adaptive Snow Sports) as an ski instructor for wheelchair bound athletes.