



**Canadian
Manufacturers &
Exporters**



ACHIEVEBLUE™
When Culture and Strategy Meet!

LEAD TO SUCCEED™

Leadership makes the **difference**

LEAD TO SUCCEED™

The leadership challenges that leaders face are probably greater today than at any other time in history.

Competition is ferocious. Budgets are tighter. Speed-to-market and speed-to-service timelines are shorter. Innovation is in great demand but in short supply.

Current investment in continuous improvement is not driving sustainable returns. A focus on top-line growth is becoming increasingly more important as customer expectations continue to reach new levels.

At Canadian Manufacturers & Exporters(CME) along with our partner ACHIEVEBLUE Corporation, our goal is to help our members make a difference in their businesses. Today, that's more important than ever, even as the leadership challenges increase.

CME's new *Lead To Succeed™* program helps leaders meet those challenges head-on. The *Lead To Succeed™* program helps organizations:

- Focus their business on a compelling, measurable, strategic vision
- Develop the people management skills of their leaders
- Develop the organization's business process improvement and innovation skills
- Increase the quality and output of cross-functional and intact teams
- Ensure front-line employees are not only kept informed, but kept inspired and engaged

The *Lead To Succeed™* Curriculum

The *Lead To Succeed™* courses have been built around a simple, yet powerful, model that provides the business context for learning.



Our goal is to offer these courses in the most flexible and scalable way. Whether you register for the entire curriculum, or just the specific courses you need, we can offer the programs in the following delivery methods:

- On site
- Virtual classroom
- Self-paced (<http://achieveblue.scholarlab.ca/>)

Find out more about how CME members can benefit by visiting bit.ly/leadtosucceed or by calling us at 416-236-3005 today.

Leadership makes the difference

PROGRAM	MODULES	BRIEF	PERFORMANCE OBJECTIVES
Strategic Visioning	Vision Process	Recommended for intact, senior leadership teams, Strategic Visioning is delivered as a structured, facilitated immersion learning workshop that enables you and your team to create a compelling and actionable strategic organizational vision. This encompasses your core identity and values; the creation of a value proposition aligned to the unique needs of your marketplace and customers; identification of key resource focus areas; knowing how and when you need to measure success; and how to communicate and support the vision with employees, suppliers, customers and shareholders.	Vision Process (1 ½ Days) <ul style="list-style-type: none"> • An efficient method for articulating a compelling direction • A powerful, clear focus for, and approach to, business planning • Common ownership of a clearly articulated statement of the path forward • An integrated solution (articulation, communication, implementation, review) to a challenging business need • A clear, practical, useful approach to making business decisions • Common points of reference for plans, actions, results and rewards
	Managing to the GAME™ Plan	You will learn how to apply the Human Capital Dynamics™ model and the GAME™ Plan Approach (Goaled Accountability / Metrics / Expectations) to performance management at individual and team levels, track and manage workloads, progress metrics and levels of performance within a team (high achievers, average, low performers) and manage expectations regarding performance by linking goals to strategy.	Managing to the GAME™ Plan Module (4 Hours) <ul style="list-style-type: none"> • Use the GAME™ Plan to establish clear and measurable goals for your team • Apply the Human Capital Dynamics™ model and the GAME™ Approach (Goaled Accountability/Metrics/ Expectations) to performance management at individual and team levels • Track and manage workload, progress metrics and levels of performance within a team (high achievers, average, low performers) • Manage expectations regarding performance by linking goals to strategy
People Skills	Effective Delegation	Effective Delegation introduces you to the Active Leadership Model™, Providing a framework to help leaders delegate work more effectively to the people they are responsible for leading and managing.	Effective Delegation Module (4 Hours) <ul style="list-style-type: none"> • Delegate tasks using the appropriate style based on the employee's performance levels • Determine the appropriate level of detail and frequency for assessing delegate task progress and providing feedback • Adjust your leadership style in order to build task ownership in delegates
	Coaching	Effective coaching requires deep personal insight into your own attitudes and behaviours and the ability to inspire and motivate others through understanding their attitudes and behaviours.	Coaching Module (4 Hours) <ul style="list-style-type: none"> • Leverage the Active Coaching Model™ to improve individual employee performance while, at the same time, enhancing employee compliance, engagement and commitment • Adjust your management and leadership style based on variables such as: <ul style="list-style-type: none"> • Situational urgency • Impact on customer promise / brand • Current level of task ownership by employees • Health and safety risk
	Providing Feedback	A core competency of being an effective manager and coach is your ability to provide ongoing constructive feedback that focuses on the performance of the individual against established and agreed-to outcomes. You will learn an easy-to-follow roadmap for successful performance enhancement through ongoing feedback discussions.	Providing Feedback Module (4 Hours) <ul style="list-style-type: none"> • Apply the Effective Feedback Framework with each employee • Structure effective feedback dialogues based on the five-step model • Use recognition to reinforce desired behaviours • Recognize what effective feedback looks and sounds like and use this knowledge to begin creating a plan for observation and feedback

PROGRAM	MODULES	BRIEF	PERFORMANCE OBJECTIVES
Team Skills	Change Leadership	The Change Leadership module provides you with insights into the complexity of initiating and managing change as leaders of teams or organizations. It reviews the three facets of change leadership that must be addressed in order for a leader to lead a team or business through a transformational or major change effectively and successfully.	Change Leadership Module (4 Hours) <ul style="list-style-type: none"> • Understand your role as a change leader from three perspectives: Individual Contributor, Team Leader or Business Leader • Understand your own Change Style and its impact on the way in which you initiate and/or deal with change • Use Change Styles to create effective communication strategies
	Proactive Conflict Management	In business, pressures created by project deadlines, resource limitations and budgets can create stress that leads to conflict. The Proactive Conflict Management module provides you with a practical, behaviour-based, easy-to-use model for understanding, pre-empting, minimizing and managing interpersonal and team conflict.	Proactive Conflict Management Module (4 Hours) <ul style="list-style-type: none"> • Proactively manage professional relationships to pre-empt, minimize or manage conflict caused by incompatible expectations • Understand the impact of how you respond to conflict • Recognize the value of, and when to use, alternative conflict response behaviours
	Collaboration and Teamwork	Every day, we work in formal, as well as informal, groups and teams in order to deliver on our goals and targets. The Collaboration and Teamwork module explores the nature of collaboration and teamwork through self assessment and discovery as well as experiential learning in order to make intact work teams and/or project teams more effective.	Collaboration and Teamwork Module (1 Day) <ul style="list-style-type: none"> • Identify critical variables that affect team performance • Identify and address individual and team-based barriers to effective collaboration • Apply concepts in an experiential simulation
Process Skills	Continuous Improvement for Managers	Businesses need to develop and implement a continuous improvement strategy and process to stay ahead of the game. This requires the vigilance of every employee in focusing on high-impact/high-value processes to look for opportunities to improve what gets done and how it gets done.	Continuous Improvement for Managers Module (2 Days) <ul style="list-style-type: none"> • Utilize an efficient six-step problem-solving model to structure your continuous improvement efforts • Define and analyze work processes using Business Process Model and Notation flowcharts • Link work processes to organizational requirements • Develop and use customer surveys to identify performance gaps • Use two proven analysis techniques to identify root causes of performance gaps • Establish improvement targets along with key assessment criteria and measurements to gauge progress • Use different techniques to identify and prioritize alternative improvement actions • Select the best breakthrough actions based on identified priority requirements • Develop and implement an action schedule and delegate tasks, making the best use of resources • Maximize the value of continuous improvement discussions through the Six Thinking Hats® methodology • Communicate effectively with others regarding the goals and intended outcomes • Review progress against the plan using short, mid- and long-range review strategies
	Continuous Improvement Orientation for Staff	Process Skills includes a half day orientation for staff personnel that enhances the creation of a culture of continuous improvement.	Continuous Improvement Orientation for Staff Module (3 hours) <ul style="list-style-type: none"> • Participants will understand all tools and concepts covered in the Continuous Improvement for Managers Program at a basic familiarity level



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About Canadian Manufacturers & Exporters (CME)

Canadian Manufacturers & Exporters (CME) is Canada's largest trade and industry association. CME represent businesses in all sectors of manufacturing and exporting activity across Canada. The CME mandate is to promote the competitiveness of Canadian manufacturers and the success of Canada's goods and services exporters in markets around the world.

CME focuses on the issues that are most critical to our members — manufacturing competitiveness, US business opportunities, international markets, people and skills, energy and the environment. Their challenges are our priorities.

Since 1871, CME has made a difference for Canada's manufacturing and exporting communities: fighting for their future, saving them money, and helping them grow.

CME's members are Canada's leading manufacturing and exporting businesses. Together, they account for an estimated 75% of Canada's manufacturing production and 90% of Canadian goods and services exports. While CME's membership includes Canada's largest businesses, more than 85% of our members are small and mid-sized enterprises.

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About ACHIEVEBLUE™ Corporation

At ACHIEVEBLUE™, we believe that feeling valued, trusted and included are the hallmarks of all positive relationships. Based on those important and fundamental truths, we create effective, sustainable organizational development and training programs that build commitment and understanding. Simply put, we connect employees, management, and customers to help businesses grow and prosper. ACHIEVEBLUE™ works with local, national, and international companies, government agencies, and a wide variety of enterprises to develop fully integrated programs that support positive growth and build vibrant leaders, employees and organizational cultures.

With over 20 years experience working in the areas of organizational culture, strategic execution, leadership, employee development and team performance, our team has facilitated extraordinary results for our clients. Through our joint collaboration, our clients have expressed appreciation for their accelerated growth, speed of transformation and undisputed employee and organization performance.

ACHIEVEBLUE™ Corporation works with organizations to align leaders and employees with the required culture to drive business strategies. We assess, design and deliver the processes and tools required by organizations to implement the culture change that will bridge the gap between strategic execution and the alignment of people to business goals.

Our mix of hard-won professional expertise, vanguard research, training programs, and creative enthusiasm can be harnessed by your company to build a more strategic way of achieving what every executive wants — organization-wide breakthrough performance!

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