

# Leadership & Management

## Category Description

Senior executives across Canada consider leadership to be one of the most pressing challenges facing their organizations, affecting employee engagement and retention, organizational culture, and the bottom line. **Forward-thinking leaders** know they need to develop their staff to enhance their leadership pipelines. **Proactive employees with leadership aspirations** understand the importance of supporting their technical expertise with leadership competencies.

The Engineering Academy's professional development catalog puts new and emerging leaders on solid footing so they can guide their organizations in the future and helps experienced leaders hone their skills. **Our training partners are not only authorities in their fields, but they also understand the unique needs and perspectives of the engineering profession.** Incorporating case studies, exercises, and projects based on actual engineering scenarios, our experts conduct learning events that engage and challenge participants, providing them with resources and fostering practical skills they can apply immediately.

## Courses

The Engineering Academy offers a variety of leadership learning to help you through specific challenges and develop the leaders of tomorrow.

### Leadership & Management

- Managing and Motivating Others
- Creating Your Leadership Brand
- Leadership It-Factor
- Beyond the Title - The Blueprint to Exceptional Management
- Standing Out as a Results-Focused Leader
- Creating a Succession Planning Mindset and Culture
- Human Resources Management

### Communication & Coaching

- Creating Trust to Foster Strong Relationships
- Coaching through Powerful Messaging
- Conducting Crucial Conversations
- Networking and Mentoring
- Managing Conflict
- Managing Misbehavior

### Diversity, Equity & Inclusion

- Fostering an Inclusive and Diverse Work Environment
- Embracing Diversity & Inclusion

### Team Performance & Accountability

- Building High-Performance Teams
- Creating a Culture of Accountability
- Aligning Your Organization, Teams & People
- Organizing Work and Teams for Better Results

### Strategic & Change Management

- Change Management Models
- Developing Strategy Maps
- Developing OKRs (Objectives and Key Results)
- Creating a Powerful Balanced Scorecard
- Developing SMART Goals
- Strategic Planning: Acing Your Strategy

### Business & Performance

- Improve Your Performance
- Foster Stronger Relationships
- Managing Time and Stress
- Developing Customer Value Propositions
- Understanding Economics and How It Affects Business
- Understanding Accounting and Financial Information
- Fostering Corporate Social Responsibility
- Project Management Basics