

## THE HUMPHREY GROUP PRESENTS: CERTIFICATION IN LEADERSHIP COMMUNICATION



### OVERVIEW

Since our establishment in 1988, The Humphrey Group has grown to become a global leadership communications brand, known for its commitment to diversity and inclusion. At our core is our belief that true leadership is the ability to INSPIRE – no matter what role or position you hold in your organization. Our programs focus on empowering leaders to inspire by developing competencies that are crucial to leadership; reflection, connection and persuasion.

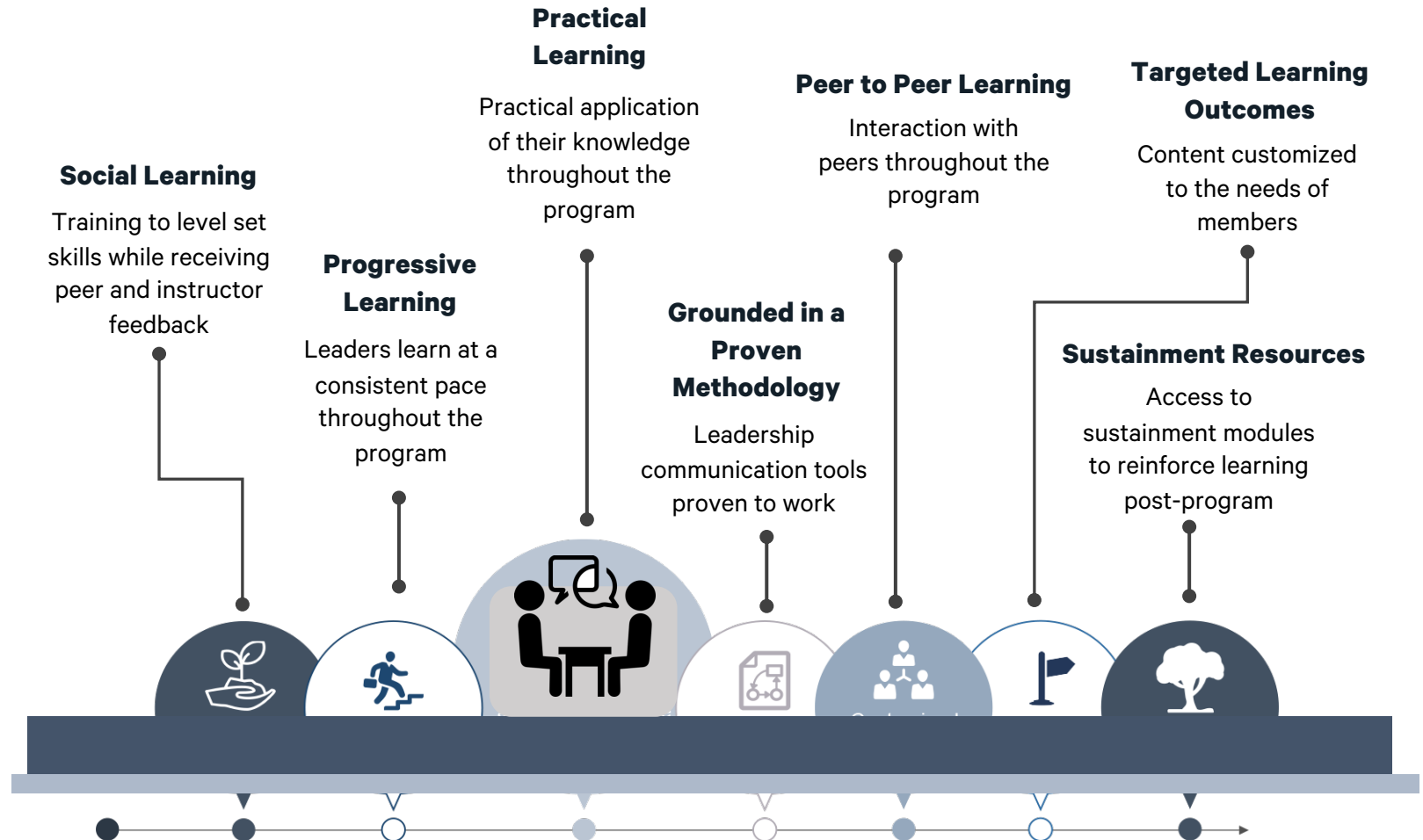
The Humphrey Group is pleased to partner with the Sourcing and Procurement Organization (SPO) to bring to its members Certification in Leadership Communication. To obtain certification, SPO members must participate and complete 3 signature learning programs hosted by The Humphrey Group. Participants will leave each program with tools they can put into practice immediately to inspire their audience in any scenario.

### EACH SIGNATURE LEARNING EXPERIENCE INCLUDES:

- 4 x 60 or 90-minute sessions facilitated live by an expert instructor from The Humphrey Group
- Distributed learning over time allows participants to learn and retain more easily
- Short sessions allow for learning in the flow of work
- Materials for blended learning including videos, podcasts, and digital resources for learning sustainment
- 365-days access to all digital learning material

# FULLY INTERACTIVE LEARNING EXPERIENCES

INSPIRE  
EVERY  
TIME  
YOU  
SPEAK



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## **AUTHENTIC LEADERSHIP**

Leading authentically is an inside-out process. The most effective leaders take time to understand who they are and what they want to achieve. They use this self-awareness to behave in a way that is intentional, so that their intention.

Powerful Learning Outcomes:

- Define authentic leadership and why it matters to your work
- Identify the values that guide your actions
- Create awareness of where your behaviours at work do not align with your values
- Identify the fears that hold you back
- Develop self-regulation strategies to help you show up intentionally
- Articulate a clear and compelling vision for your leadership that is grounded in your values

Program Agenda:

WEEK 1 (90 MINUTES) – WHAT IS AUTHENTIC LEADERSHIP?

- Understand what it means to lead authentically

WEEK 2 (90 MINUTES) – SET YOUR INTENTION

- Connect your values to your life and leadership experience

WEEK 3 (90 MINUTES) – UNDERSTAND YOUR IMPACT

- Identify what triggers your best and worst behaviours

WEEK 4 (90 MINUTES) – ADAPT TO LEAD

- Create a vision for your authentic leadership



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## **INCLUSIVE LEADERSHIP**

In an increasingly globalized world, the leaders that thrive will be those that embrace diversity and inclusion. However, for a truly diverse workplace to flourish, every leader must take responsibility for their behavior in promoting inclusion.

Powerful Learning Outcomes:

- Understand the current landscape of D&I
- Gain insight into current debates within the discourse
- Clearly articulate your position on D&I
- Understand your role in creating the inclusivity you want
- Learn the tactics of inclusive communication
- Become comfortable using common and less common D&I terms

Program Agenda:

**WEEK 1 (60 MINUTES) – WHY INCLUSIVE LEADERSHIP NOW?**

- Explore the relationship between diversity and inclusion

**WEEK 2 (60 MINUTES) – WHO IS RESPONSIBLE?**

- Differentiate between systemic and individual responsibilities

**WEEK 3 (60 MINUTES) – ADOPT AN INCLUSION MINDSET**

- Apply the 3 pillars of an inclusion mindset

**WEEK 4 (60 MINUTES) – PRACTICE INCLUSIVE COMMUNICATION**

- Use language to demonstrate your inclusion mindset



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## **SPEAKING AS A LEADER**

The ability to speak with clarity, conviction, and influence is critical to leadership. To be truly effective, leaders must be able to inspire action every time they speak – from formal and informal presentations to conference calls, one-on-one conversations, impromptu discussions, and Q&A sessions.

Powerful Learning Outcomes:

- Approach communication with the intent to inspire action
- Speak with clarity and conviction in every interaction
- Communicate a powerful message that reflects your leadership thinking
- Support your message using a clear, logical structure
- Close with a clear call to action
- Display the presence, both physical and verbal, of a leader
- Plan effectively for critical conversations

Program Agenda:

WEEK 1 (90 MINUTES)– THE LEADER’S MINDSET

- Apply the leader’s mindset to your world

WEEK 2 (90 MINUTES) – THE LEADER’S SCRIPT

- Craft an inspiring message

WEEK 3 (90 MINUTES) – LEADERSHIP PRESENCE

- The 4 elements of executive gravitas

WEEK 4 (90 MINUTES) – CONFLICT & CONVERSATIONS

- Listen deeply and lead in times of conflict and uncertainty



## **CERTIFICATION PRICING**

- 3 Signature Learning Experiences
- Short sessions to easily manage work alongside skill development
- 365 days access to digital learning resources that include videos, podcasts & interactive exercises

**INVESTMENT: \$1700 USD**