



Hesseling & Partners

Management, Organization, Training, and Coaching



***This Training is Eligible for a 2/3 Small Business BC Grant**

Leadership Training - Level I

Who should attend? This Training is designed for all employees in a Leadership role who seek to maximize their performance, become stronger leaders, and add more value to their organization. This Leadership Training is practical, effective, and directly usable in your daily operations. You will gain knowledge about effective leadership, and develop your influence, and leadership skills in a short time.

Outline:

- **Effective Leadership**
- Control versus Support, Motivating and Inspiring
- Situational Leadership, how to effectively Instruct, Coach, Motivate, and professionally Delegate
- **Task Maturity of employees**
- Influencing Self and Others effectively

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Leadership Training
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- Feedback that works ***Confronting with Respect***
- Handling difficult employee conversations like e.g. poor job performance, discipline, etc.
- **How to Create a well-performing Team**
- Introduction Conflict Resolution an interest-based approach

Designed to maximize the performance of all employees in a Leadership role, this training will boost their Leadership Skills, and provide a versatile toolkit to adequately handle an array of HR issues. Attendees will become stronger leaders by influencing others more positively, building stronger teams, and adding more value to their organizations.

"Pleasure in the job puts perfection in the work." – Aristotle, Greek Philosopher 384 B.C.

The training starts regularly in 2020. Successful completion of the curriculum results in a **Certificate of Completion**, at no extra costs. The training is offered in a weekly sequence of 8 x 2-hour workshops. Learning objectives are met with practical, personalized homework assignments. The workbook is provided with the costs of programming.

We charge \$ 2,925 + 5% GST per candidate, every second candidate from the same company will get a 25% reduction. The amounts for this professional education investment are deductible from taxes.

Jan Hesseling BIO



Jan Hesseling is a *Business Consultant - Trainer - Coach* and a Human Resources Professional with wide HR management experience gained in different industries in Europe and Canada. His clients are in the Oil and Gas Industry where he provided Recruiting, In the Transportation Industry providing Leadership Training in; Teambuilding and Successful influencing others. In the Forest Industry providing Recruiting. In the IT Industry providing Sales Training, Cooperation Skills, and Leadership Skills Training. For Railroad Companies, he provides Conflict Resolution, Cooperation, and Practical Leadership Skills Training. For the Healthcare Industry, he provides Leadership Coaching on various management levels, and Self-Management workshops for long term addicted clients. For Financial Services and Government, he trains Advisory Skills for consultants.

His Leadership Training is a gem collection of practical influencing tools combined.

His HR knowledge, experience, and passion for helping organizations will save you time and money and let you focus on what your business does best. His forte is energizing and training people in boosting mutual (Self)-Respect and (Self)-Understanding, Appreciation, and Trust with anyone, using empathy as a tool to create more Cooperation. He applies an Interest-Based Approach to solve conflicts successfully. He is passionate about helping organizations develop workplaces where people are respected, valued, and recognized. He will help you create a more productive and engaged workforce, where you and your employees, and your business will flourish.

Website; www.HesselingHR.com

Training Leadership Modules 2019

- Module 01 Positive and Effective Communication
Respect Understand Appreciation and Trust

Who is right? → € ←
- Module 02 Feedback as an influencing tool
Avoid pushing buttons Blind Spot, I'm OK - You are OK
Intention and Behavior
- Module 03 Confronting with Respect
4 step Method
- Module 04 Situational Leadership
Professional Instructing
Coaching, Motivating and effective Delegating
- Module 05 Task maturity as a powerful influencing tool
How to inspire and bond with employees
- Module 06 Circle of Influence
How to select behavior with the right impact
- Module 07 Conflict Resolution and Negotiating - Introduction
The interest-based approach
- Module 08 Self-management Leadership and how to handle procrastination
Effectively Victory Log
- Module 09 Personal Leadership Development
Goals and how to achieve them