



The Conference Board
of Canada

Le Conference Board
du Canada

Niagara Institute

Institut Niagara

WORKSHOP

Leveraging Tension for Leadership Success.



Offered through The Conference Board of Canada's Professional Development Institute

Leaders are often in a tug-of-war, facing countless conflicting demands such as planning vs. action, competition vs. collaboration, change vs. stability, and work vs. home.

In order to thrive, leaders must wrestle with these competing values and tackle chronic issues head on. A powerful way to make this happen is through utilizing a set of principles and tools called Polarity Thinking™.

This straightforward and insightful way allows leaders to understand and succeed in mastering some of life's most complex problems by tapping into the power of healthy tension. Embracing this fresh and powerful win/win approach will enable teams and leaders to move from mediocrity to greatness.

Ideal for Leaders of

● Self ● Team ● Department ● Division ● Organization

Participants strengthen their ability to:

- Challenge unproductive and limiting mindsets
- Differentiate between problems to solve and tensions to leverage
- Understand the importance of managing tensions in complex times
- Avoid unwarranted conflict while learning to benefit from healthy opposition
- Develop effective problem solving and decision-making skills
- Identify the key polarities in your organization
- Map, assess and strategize around each of the key organizational polarities

Program Elements:

- You will learn the fundamentals of Polarity Thinking™ and become equipped with the steps needed to manage tensions in a healthy way
- Interactive activities, table discussions and small group work bring the session to life in an enjoyable and engaging way
- Through the use of Polarity Maps™, you will be able to fully see and understand key tension while gaining insight into current strengths and vulnerabilities
- By generating Action Steps and Early Warning Signs, you will develop strategies to tap the power of polarities over time
- You will be introduced to the Polarity Assessment™ allowing quantitative metrics from stakeholders to assess the health of key organizational tensions
- You will receive a notebook containing the key handouts and models

NiagaraInstitute.com 1-800-663-7305 info@NiagaraInstitute.com

Workshop Overview

IN-WORKSHOP PHASE	POST-WORKSHOP PHASE
<p>Workshop Day</p>	<p>Takeaways and Learning Sustainment</p>
<p>Focus on tapping into healthy tension to help your team thrive.</p> <ul style="list-style-type: none"> • Problem solving vs. leveraging polarities: understand the difference between the two approaches, gain insight into the untapped power of Polarity Thinking, appreciate the necessity of embracing complexity, paradoxical leadership, and both/and thinking. • Identify your crux polarities: distinguish the make-it-or-break-it polarities faced in your leadership role, understand how 'seeing is relieving'. • Respect your bias: identify the unique preference you have in your crux polarities, leverage this unique point of view to the benefit of your leadership, manage blind-spots that result from your leadership. • Learn the language of polarity thinking: Avoid unnecessary 'tug-of-war' conversations that lead to increased polarization, move from unhealthy either/or debating to healthy both/and dialogue. • Polarity informed decision making: identify how key decisions will impact the health of your crux polarities, appreciate the power of 'going slow to go fast' when dealing with complex issues. • Mapping: recognize the predictable nature in how polarities work, understand the values and fears that are contributing to your crux polarities, identify early warning signs and action items in order to strategically manage your crux polarities well over time. • Explore next steps and additional resources, action plan for learning transfer and a commitment to action. 	<ul style="list-style-type: none"> • Reference book containing key handouts and models. • Option to attend further programs and workshops at a preferred rate.

Program Partner

Leveraging Tension for Leadership Success is developed and delivered by Tim Arnold, Leaders for Leaders and offered in partnership with the Niagara Institute.



Multiple Attendees

Maximize the benefits of this learning and increase the return on your investment by bringing this program into your organization or sending multiple people to one or more public sessions.

Call or email to discuss the benefits and special pricing.

Check NiagaraInstitute.com for the latest schedule and pricing.