

LEARNING FOR THE

EVERYDAY LEADER///

2022 PROGRAMS & SERVICES





Founded in 1971, The Niagara Institute is dedicated to providing relevant and accessible learning experiences to the everyday leader who is committed to advancing their career. With a network of leading content partners and topics spanning from leadership, communication, diversity and inclusion, business management, and sales effectiveness, the Institute is able to provide high potentials, people managers, seasoned leaders, and human resources teams the content they need when they need it, anywhere in the world. In addition to training programs, the Niagara Institute offers one to one coaching, assessments, advisory services, and customized leadership training programs.

HOW WE CAN HELP

Niagara Institute's open-enrollment programs, coaching packages, and team programs are built by training and development professionals with first-hand experience and cultivated knowledge. No matter which solution is right for you, rest can rest assured that it will be highly engaging and applicable for the everyday leader.



OPEN-ENROLLMENT



COACHING SERVICES



TEAM PROGRAMS



In today's fast-paced, complex, and ever-changing environment, leaders must strengthen their ability to lead through vision, understanding, courage, and adaptability. The *Advanced Leadership Development Program* focuses on helping you strengthen your presence, lead through collaboration and influence, and develop coaching practices that foster relationships, increase accountability, and elevate team performance.

Over the course of the program, you will learn, explore, and put into practice tools that are practical and easily applied in today's work environment. This is an immersive learning experience that combines facilitated sessions with reflection, group discussion, action learning, assessments, and one-to-one coaching to maximize outcomes.

PROGRAM DETAILS

PRICE

\$5,500/per participant

TIMING

6 x 5-hour modules

LOCATION

This program is 100% online

This program is also available to intact teams of 10+ people.

KEY TAKEAWAYS

- Lead with an enterprise mindset of breaking down internal silos
- Accelerate team performance by bringing out the best in people
- Inspire others in collaborative problem-solving, consensus building, and commitment
- Identify and utilize personal leadership identity and brand to guide values-based leadership
- Build credibility across all levels by building trust, understanding, and common ground
- Apply coaching and feedback best practices to empower independent problem solving
- Move from a tactical to strategic focus through empowerment, delegation, and accountability



When you think of the best leader you have ever worked for, who comes to mind? What traits made them a great leader? Were they self-aware, genuine, inspiring, and trustworthy? If so, these traits define an authentic leader.

To become that leader, it starts with a deep understanding of yourself; who you are, and what you want to achieve. Knowing your own strengths, weaknesses, and values is the foundation for leading in a way that is intentional so that the way we see ourselves matches the way others see us.

Authentic Leadership is a deeply personal experience where you will learn how your values and current behaviors may be in misalignment and sending the wrong message to those you are leading. This program is a balance of theory, self-reflection, practice, and feedback to equip you with the skills to lead your team authentically.

PROGRAM DETAILS

PRICE

\$1,295/per participant

TIMING

4 one-hour sessions over 4 weeks

LOCATION

This program is 100% online

This program is also available to intact teams of 10+ people.

KEY TAKEAWAYS

- Be aware of your behaviors and develop self-regulation strategies
- Identify and articulate your values and how they align with your vision of leadership
- Gain insight into any audience using empathy, respect, and humility



Your team does not hate change, they hate the unpredictability, uncertainty, and perceived lack of control that is often associated with it. But what if it didn't have to be this way?

If you want your team to embrace change, rather than fear or fight it, it all comes down to how you lead them through it. That's because change is much more human than most have been led to believe. As such, you need to have the skills, tools, and confidence to address the emotions people experience in the face of change.

In this interactive and highly applicable program, you will not only experience a mindset shift and gain essential knowledge regarding change, but you will

also be equipped with a practical process and tool to lead change in your own team or organization. By the end of the program, you'll walk away

KEY TAKEAWAYS

change initiative.

You will leave this program immediately equipped and confidently able to:

Unite individuals to embrace change using a compelling vision for why change is needed

with the skills and ability to lead employees with vision, clarity, and motivation through any

- Define expectations on how the change will impact them, the team, and the organization
- Develop a communication strategy that is timely, relevant, and effective
- Utilize milestones, metrics, and recognition to sustain momentum throughout the process

PROGRAM DETAILS

PRICE

\$1,495/per participant

TIMING

3 x 2.5-hour sessions

LOCATION

This program is 100% online

This program is also available to intact teams of 10+ people.



When leaders step away from the mindset of a boss and into the mindset of a coach, great things can happen; engagement and productivity rise, working relationships become stronger and much more. Whether in sports or on the job, coaches allow their employees to do what they do best. They provide support in the moment and collaboratively work with the individual to find a solution.

In Coaching Skills For Managers, you will practice coach-like habits and skills that will allow you to multiply the talent on your team and unleash their full potential. Not to mention, as you progress through the program you will be able to tap into your facilitator and peers to discuss and work through coaching challenges being faced on the job.

PROGRAM DETAILS

PRICE

\$2,495/per participant

TIMING

2 half-day sessions, selfled learning, 90-minute application session + two one-on-one coaching sessions

LOCATION

This program is 100% online

This program is also available to intact teams of 10+ people.

KEY TAKEAWAYS

- Listen to understand, make connections, and build on ideas
- Ask questions that encourage insight and clarity
- Foster independence by making employees accountable for action
- Deliver feedback and establish an actionable path forward



The fact is difficult conversations are unavoidable in life and in business. Of all the situations we face in team leadership, holding a challenging conversation with a team member may be the most uncomfortable. And yet, when handled effectively, these moments of truth can deliver performance improvements, deepen the relationship, and become a growth experience for both coach and coachee.

Our Difficult Conversations at Work program will help you harness the positive aspects of conflict while keeping your emotions under control. The program provides a practical roadmap for how to have difficult conversations at work, as well as proven strategies for managing your emotions and maintaining equilibrium when things get heated.

PROGRAM DETAILS

PRICE

\$1,800/per participant

TIMING

1 session per week for 4 weeks

2 x 3.5-hour modules
1 x 50-minute application session
1 x 25-minute one-on-one
coaching session

LOCATION

This program is 100% online

This program is also available to intact teams of 10+ people.

KEY TAKEAWAYS

- Identify when and with whom it makes sense to have challenging discussions with
- Conduct conversations that encourages performance improvements and builds relationships
- Prepare for a challenging conversation using a custom planning process
- Determine the common roadblocks to positive outcomes and how to avoid them



The skills needed to tackle new challenges and seize opportunities are ever-evolving in today's rapidly changing business world. That's why lifelong learning and upskilling with the pace of change is the key to career success.

For this reason, we are offering a four-module future skills training program that equips you with the skills you need today and beyond. Focused on connectivity, stroytelling, resilience, and a growth mindset, you will gain critical knowledge, know-how to stand out from the crowd at work, and skills that will get you promoted.

This program was first created for one of the world's largest banks as they worked to develop a competitive advantage of having a workforce

equipped with the future skills they need. They combined the best academic research

KEY TAKEAWAYS

You will leave this program immediately equipped and confidently able to:

Build relationships based on empathy, authenticity, vulnerability, and intentionality

with practical learning methodology to create the program. Thought leaders from Harvard Business School and experiential curriculum designers collaborated to create a highly informative, engaging, and practical learning experience backed by the latest thinking.

- Use storytelling to forge stronger connections between people and ideas
- Apply tools and techniques to deal with adversity at the moment
- Adopt a growth mindset by thinking about ideas differently and taking on challenges

PROGRAM DETAILS

PRICE

\$2,195/per participant

TIMING

4 x 3-hour sessions

LOCATION

This program is 100% online

This program is also available to intact teams of 10+ people.



For many leaders who work outside of the finance department, understanding financial information can be daunting. However, to be a strong, well-rounded leader, you should have the ability to question and discuss financial decisions as profitability and financial health are core business goals. Understanding and evaluating financial decisions are the backbone of sound judgment and good decision making. Without these skills leaders are making decisions blindly, thus hindering the business's ability to grow and thrive.

Fundamentals of Finance increases your comprehension of accounting and financial management so you can better understand your impact in driving performance and reducing risk in your day-to-day activities. You'll leave with the confidence you need to have productive conversations with your finance peers, integrate financial information into your business function, and make more informed decisions.

PROGRAM DETAILS

PRICE

\$2,495/per participant

TIMING

Three 6-hour sessions over 1 week

LOCATION

This program is 100% online

This program is also available to intact teams of 10+ people.

KEY TAKEAWAYS

- Read and understand balance sheets, income statements, cash flow, and other statements
- Leverage basic financial concepts to support your decision making
- Apply financial information to your role and make more informed management decisions
- Collaborate and communicate with the finance and accounting department



As a leader, you have a direct impact on your employee's motivation, engagement, and productivity. By creating an environment that is inclusive for all, you are taking an important step in making individuals feel like they belong, are free to share their ideas, and can live up to their full potential. All of which is essential to the success and growth of individuals and the team.

If you are invested in becoming an inclusive leader, it starts with understanding the fast-changing norms and expectations around inclusion, the language of inclusion, and how to handle sensitive topics. To get you there, Inclusive Leadership develops your understanding of diversity and inclusion, the role you play as a leader in creating an inclusive environment, and also equips you with tools to make it a reality back at work.

PROGRAM DETAILS

PRICE

\$2,195/per participant

TIMING

Four 1-hour sessions over 4 weeks

LOCATION

This program is 100% online

This program is also available to intact teams of 10+ people.

KEY TAKEAWAYS

- Understand the current landscape of diversity and inclusion
- Lead the creation of an inclusive environment.
- Apply the tactics of inclusive communication
- Use common and less common diversity and inclusion terms



As any administrative professional knows, there is so much more to the job than what meets the eye. It's not enough to just check things off your to-do list; to become truly influential and productive you must have the skills to prioritize tasks, manage your own workload, and make the right decisions for not only yourself but those around you.

To help you get there, Leadership Excellence for Administrative Professionals is a program designed and delivered for today's busy administrative professionals. Over the course of two days, you will develop key administrative skills, such as communication, problem-solving, decision-making, and leadership. Upon returning to work, you will have the skills, tools, and confidence needed to excel in your role.

PROGRAM DETAILS

PRICE

\$1,995/per participant

TIMING

Two full-day sessions

LOCATION

This program is 100% online

This program is also available to intact teams of 10+ people.

KEY TAKEAWAYS

- Make decisions about workload management that support leadership priorities
- Proactively identify the cause of common problems and present solutions with confidence
- Speak with clarity when communicating with leaders, colleagues, and clients
- Prioritize tasks according to personal and organizational objectives
- Collaborate with leaders and colleagues in-person and remotely to find win-win solutions



Being a successful leader requires more than a title. Leaders who have the skills, knowledge, and tools to effectively lead are the ones that grow their careers and their employee's careers. This is why it is no surprise that leaders have the biggest direct influence on the employees they manage and their levels of engagement, productivity, and ultimately results.

To be that leader that others want to work for requires intentional effort in building your leadership capabilities. That's where *Leadership Fundamentals* comes in. Based on 35 years of experience in coaching and developing leaders at all levels this program takes the mystery out of effective leadership, helping you understand how to best focus your efforts and time for maximum results.

PROGRAM DETAILS

PRICE

\$1,895/per participant

TIMING

4 half-day sessions

LOCATION

This program is 100% online

This program is also available to intact teams of 10+ people.

KEY TAKEAWAYS

- Apply the characteristics of high performing leaders to drive results
- Create the right conditions to build and nurture high-performing teams
- Identify the leadership style you naturally gravitate towards, and when to apply the others to have the greatest impact
- Motivate, coach, and develop your team for optimal performance
- Navigate the day-to-day requirements of leading with new knowledge, skills, and tools
- Create an action plan that supports the advancement of your career in leadership



Teams are interdependent on the strengths, talents, and contributions of each member. But each member has personal biases which can derail collaboration and problem solving, thus putting the team mission in jeopardy. Therefore, it is up to the leader to be able to navigate around individual biases and bring to light the unique strengths and talents of every individual on the team. Doing so is a critical step to creating an inclusive team culture that supports the team in achieving its mission. This program is surfaced from the secret world of submarines where every person is an everyday leader, operating the most sophisticated vessel ever created in the most dangerous and stressful environment in the universe. This program is so unique it is built on a system that has a published U.S. patent on it. Dive in!

PROGRAM DETAILS

PRICE

\$3,995/per participant

TIMING

Four 3-hour live sessions, plus pre-work and posttraining self-guided learning

LOCATION

This program is 100% online

This program is also available to intact teams of 10+ people.

Leadership Through the Lens of Inclusion is a comprehensive, four-session leadership program that equips everyday people leaders with the tools and confidence they need to build and lead inclusive and high-performing teams. Each session in the program presents an opportunity to reflect on the core elements of effective leadership, personal and team accountability, and your brand as a leader. By the end, you will feel ready to lead the teams in your charge by uniting them around each member's strengths, holding them accountable to the team mission, and upholding a culture where every team member feels included and valued.

This is not your average leadership program. It was developed based on the lessons learned of a Command Master Chief in the U.S. Navy leading his diverse crew through stressful, uncertain, and volatile situations. The program is built on a patent-published system designed to drive deeper inclusion, more effective leadership, and measurable productivity. All this comes together for a learning experience that is highly interactive, practical, applicable, and relevant.



No matter if you're in the public or private sector, having a big-picture view of how business really works is critical for advancing your career and preparing you to take on your next challenge.

Structured for busy professionals, this program is spread over a concise five weeks to increase your confidence in all areas of business. It covers all the key business fundamentals you would expect from an MBA program without a full-time commitment.

Led in partnership with the award-winning faculty at Sauder School of Business at the University of British Columbia, you will gain the knowledge and skills in strategy, financial acumen, operations, strategic HR, and marketing. In addition to the foundations of business, the curriculum is curated to address current business trends and emerging areas in innovation, data analytics, and project management.

PROGRAM DETAILS

PRICE

\$4,995/per participant

TIMING

11 x 4-hour live sessions, plus self-paced learning components

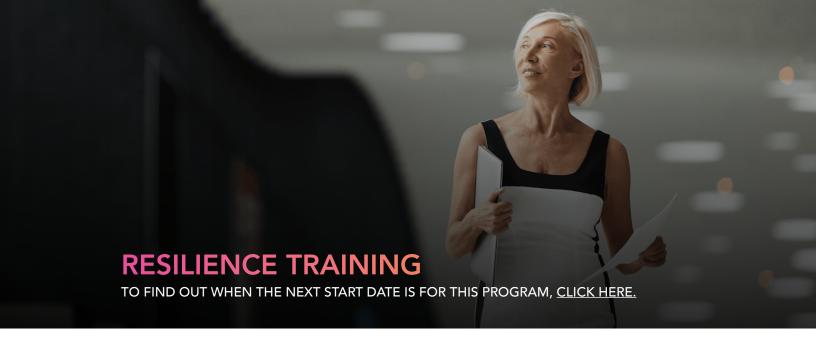
LOCATION

This program is 100% online

This program is also available to intact teams of 10+ people.

KEY TAKEAWAYS

- Understand and apply the key components of business
- Recognize the connections between functional areas so you can analyze the business from all angles and make better decisions
- Keep pace in today's increasingly complex environment
- Deliver greater value to your organization and in turn, drive your career forward



For individuals, teams, and organizations to become more resilient, it starts with an understanding of what resilience is and how to use different strategies and tools to come back from a crisis. This knowledge is key to setting up individuals to succeed under conditions that would otherwise crush others.

In this highly interactive and engaging resilience training program, participants take a deep dive into understanding resilience that comes to life through the use of a powerful metaphor that helps them prepare for, work through, and learn from adversity. In addition, the program leverages the latest research in positive psychology, so leaders are equipped with the tools and techniques to sustain a positive culture, which is essential to resilience.

PROGRAM DETAILS

PRICE

\$995/per participant

TIMING

2 x 4-hour sessions

LOCATION

This program is 100% online

This program is also available to intact teams of 10+ people.

The content was created by senior military officials who drew from their experience of best practices from military leadership, operations and training, and special operation selection processes to help participants leverage hard-earned lessons of resilience.

KEY TAKEAWAYS

- Understand the concept of resilience and how to leverage it
- Use tools to diagnose and analyze the current team climate
- Apply elements of resilience to make an impact: attention, thoughts, action, and motivation
- Apply adaptive coping strategies and recognize maladaptive coping strategies
- Understand what motivates people to choose various coping strategies



The key to career advancement is being able to speak in a way that motivates others to listen. If you want to successfully share your ideas, implement change, and produce real results that accelerate your career, you need to acquire the skills to have effective conversations.

Communication takes place every day, from formal and informal presentations to team meetings, one on one conversations, and impromptu discussions. What sets people leaders apart though is their ability to communicate in a way that inspires action every time they speak.

To get you there, *Speaking as a Leader* develops your skills and abilities so you can confidently speak as a polished, inspirational professional. This interactive program allows you to learn, apply, and test new skills while receiving feedback from a communications expert.

PROGRAM DETAILS

PRICE

\$2,195/per participant

TIMING

Four 90-minute sessions over 4 weeks

LOCATION

This program is 100% online

This program is also available to intact teams of 10+ people.

KEY TAKEAWAYS

- Communicate with the intent to inspire action
- Speak with clarity and conviction in all planned or impromptu interactions
- Craft a powerful message that reflects your thinking and has a call to action
- Display the presence, both physically and verbally, of a true leader



The workplace is experienced differently by everyone; regardless of your self-identified gender, age, or job title. While one person may feel the work and workplace are challenging and rewarding, another may feel it is unfair and toxic. Many organizations are implementing strategies to bridge this gap, but change can also begin at the individual level.

In Women on the Rise, you can take change into your own hands by learning the skills and tools necessary to confidently establish your presence and voice as a leader in your organization. Topics covered include self-awareness, authenticity, assertiveness and influence, aspiration and goal setting, and accountability, so that you walk away equipped to initiate change at the individual, team, and organizational level.

PROGRAM DETAILS

PRICE

\$2,195/per participant

TIMING

4 half-day sessions

LOCATION

This program is 100% online

This program is also available to intact teams of 10+ people.

KEY TAKEAWAYS

- Leverage strengths and stay empowered, even in difficult situations
- Communicate authentically and in a way that influences others
- Eliminate barriers formed by personal beliefs, habits, and behaviors



Our team of one-to-one, team, and group coaches are individually accredited by the International Coaching Federation and have deep experience working across a variety of industries to help employees, teams, and organizations make a positive change.

ONE-TO-ONE COACHING

Ideal for leaders, managers, highpotentials, and individual contributors who could benefit from the one-to-one support, attention, and expertise of a professional coach.

TEAM COACHING

Ideal for intact teams with a common goal, who would benefit from a professional coach that facilitates discussions and exercises that bring them closer to achieving the defined goal.

GROUP COACHING

Ideal for a group of individuals who may or may not work together, but who have a common goal and would benefit from the insights of their peers and a professional coach.

WHY THE NIAGARA INSTITUTE?



EXPERIENCED

Many of our coaches are accredited by the International Coaching Federation and all have deep experience working with leaders at all levels.



SCALABLE

Our scalable and affordable model allows you to offer coaching to everyone from first-time leaders through to your executive team.



CONVENIENT

Whatever coaching package you select, the engagement can be done from anywhere in the world as it is fully virtual.



HOW WE CAN HELP

With our network of partners, we will work with you to select a program or create a customized solution that consists of the ideal mix of assessments, virtual instructor-led sessions that can be delivered in multiple languages, engaging business simulations, and coaching to ensure your goals are achieved.

- Leadership
- Diversity and inclusion
- One-to-one coaching

- Business acumen
- Sales

Team coaching

- Communication
- Assessments

Peer coaching

WHY THE NIAGARA INSTITUTE?

Whether your goal is to reduce turnover, upskill your leaders, or become a more inclusive organization, our team will recommend based on our expertise and your unique realities.

Practical Learning	Budget matters. We can help you achieve organizational goals on time and on budget.
Flexible Solutions	Facilitated virtual programs designed to drive the change you need and fit in the schedules of your busy employees.
Relevant Content	Using our network of training partners and thought leaders, the Niagara Institute can create a program customized to your goals.
Experienced Partner	In our 50-year history, we've perfected our approach to designing and delivering custom programs that achieve organizational goals.







Founded in 1971, The Niagara Institute is dedicated to providing highly relevant learning experiences to the everyday leader. With a network of leading content partners and topics spanning from leadership, communication, diversity and inclusion, and business acumen, the Institute is able to provide high potentials, people managers, seasoned leaders, and human resources teams the content they need when they need it, anywhere in the world. In addition to training programs, the Niagara Institute offers coaching services, assessments, advisory services, and custom training programs.