

Leadership Development Catalogue

Creating Inspiring Workplaces & Leaders — 35 programs, delivered virtually or in person.



THE ROI OF LEADERSHIP DEVELOPMENT

2.3x

Higher cash flow per employee at organizations with strong leadership development.

70%

Of the variance in team engagement is driven by the manager.

94%

Of employees would stay longer at a company that invests in their growth.

Sources: Gallup · LinkedIn Learning · industry research.

ABOUT POWERUP LEADERSHIP

Better leaders create better workplaces — and better results.

PowerUp Leadership empowers leaders and teams to reach their full potential through transformative training and development. Our modules address real-world challenges with practical tools and strategies participants can apply immediately.

Every program is customized to align with your organization's unique goals and culture, and built to keep participants active, collaborative, and engaged.

IN PERSON

On-site workshops built for hands-on collaboration.

VIRTUAL

Interactive remote sessions with the same energy.



35

Training programs

4

Practice areas

5

New for 2026

SESSION FORMATS



90-Minute Focus

Single-topic session to build one skill, fast.



Half-Day Workshop

Interactive workshop with hands-on practice.



Full-Day Intensive

A deep dive with extended practice and case work.



Multi-Week Program

Blended coaching and training across 12 weeks.

FIND THE RIGHT PROGRAM

Recommended by leadership stage

Not sure where to begin? Start with these programs based on who you are developing — then explore the full catalogue for the complete set of 35 modules.

New & Emerging Leaders

New-to-role managers and rising leaders building their foundation.

- 5 Manager Leadership Development Program
- 6 Managing Across the Hierarchy
- 11 Communicating as a Manager
- 12 Delegation & Managing Accountability
- 6 Building Trust-Based Teamwork
- 9 Giving & Receiving Feedback

All Professionals

Individual contributors and specialists at every level.

- 9 Time Management
- 7 Building Empathy & Emotional Intelligence
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- 9 AI Skills Adoption in the Workplace
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Experienced Leaders & Executives

Seasoned managers, executives, HR, and PE-backed teams.

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01 Flagship Programs

Immersive, blended learning journeys.

● 14 hrs · 12 wks

Coaching Skills for Managers

A hands-on program that turns managers into confident people-developers, with practical coaching frameworks, sharper emotional intelligence, and the judgement to know when to coach versus direct.

WHAT YOU WILL LEARN

- Master coaching frameworks that empower employees and shift accountability
- Know when to coach versus direct, based on situation and team maturity
- Practise coaching conversations through peer learning and real scenarios
- Build communication, empathy, and trust across teams

FOR Mid-level managers & supervisors

● 16 hrs · 12 wks

Manager Leadership Development Program

A comprehensive journey for new and aspiring people-managers, equipping leaders to delegate effectively, align their teams, and communicate with purpose and authenticity.

WHAT YOU WILL LEARN

- Navigate the mindset shift from individual contributor to manager
- Lead with purpose, vision, and authenticity
- Build trust-based relationships and resolve conflict effectively
- Coach team members and deliver performance feedback with confidence

FOR New-to-role managers & emerging leaders

02 Self-Awareness & Personal Effectiveness

Build the inner skills that power great leadership.

● Half day

Managing Across the Hierarchy

Build the influence to lead up, down, and across the organization while navigating power dynamics and building strong relationships at every level.

WHAT YOU WILL LEARN

- Understand organizational dynamics and power structures
- Build influence and trust across every level of the hierarchy
- Communicate effectively with senior leaders, peers, and reports
- Navigate office politics and cross-functional collaboration

FOR New-to-role managers & emerging leaders

● Half day

Building Innovation Through a Growth Mindset

Become more resilient and creative under pressure by reframing failure as learning and approaching challenges with an innovator mindset.

WHAT YOU WILL LEARN

- Recognize the traits of a growth versus fixed mindset
- Reframe failures as opportunities to learn
- Approach challenges with creativity and innovation
- Foster a growth mindset in teams and direct reports

FOR Emerging leaders & professionals at all levels

● Half day

Building Trust-Based Teamwork

Develop the trust that makes cross-functional collaboration work, exploring the role of vulnerability in building durable, high-performing teams.

WHAT YOU WILL LEARN

- Distinguish predictive from vulnerability-based trust
- Apply strategies to build trust within and across teams
- Recognize how vulnerability fosters collaboration
- Use trust-building techniques to improve team dynamics

FOR New-to-role managers & emerging leaders

● Half day

NEW

Building Psychological Safety

Explore why psychological safety drives performance and practise the behaviours that make it safe to speak up, take risks, and admit mistakes.

WHAT YOU WILL LEARN

- Understand psychological safety and its impact on performance
- Identify behaviours that build or erode team safety
- Encourage candour, questions, and healthy dissent
- Set team norms that make it safe to take smart risks

FOR All levels of leadership

● 90 min

Increasing Communications Effectiveness

Sharpen communication through real-time practice, learning to present ideas clearly and tailor your approach to any audience.

WHAT YOU WILL LEARN

- Recognize and overcome ineffective communication habits
- Increase awareness of personal communication styles
- Adapt strategies to fit diverse audiences
- Improve clarity and relevance to enhance collaboration

FOR New-to-role managers & emerging leaders

● Full day

Navigating Difficult Conversations & Managing Conflict

Build the tools to handle conflict and performance conversations with confidence, giving balanced feedback while holding teams accountable.

WHAT YOU WILL LEARN

- Identify different types and intensities of conflict
- Navigate conflict while maintaining accountability
- Apply emotional-regulation techniques under pressure
- Give balanced, constructive feedback in tough moments

FOR Professionals at all levels

● Half day

Building Empathy & Emotional Intelligence

Strengthen the empathy and emotional intelligence behind strong relationships, learning to read and manage emotions to connect more effectively.

WHAT YOU WILL LEARN

- Understand the core components of emotional intelligence
- Develop empathy that strengthens relationships
- Improve emotional regulation under workplace pressure
- Apply EI to build a supportive, inclusive environment

FOR Emerging leaders & all levels of leadership

● 90 min

Active Listening

Identify the barriers that block genuine listening and build norms that embed active listening into everyday work.

WHAT YOU WILL LEARN

- Identify common barriers to active listening
- Apply techniques to enhance listening and comprehension
- Embed active listening into team culture
- Foster an environment where every voice is heard

FOR All levels of leadership

● Half day

DEI 101: Fundamentals & Action

Build a working understanding of diversity, equity, and inclusion, plus the practical tools to foster belonging at work.

WHAT YOU WILL LEARN

- Understand the foundational principles of DEI
- Recognize and address bias and microaggressions
- Practise inclusive communication and bystander intervention
- Create actionable plans to promote belonging and equity

FOR All levels of professionals

● 90 min

Self-Confidence

Build lasting confidence through self-awareness, positive self-talk, and goal setting, and see why confidence is central to leadership.

WHAT YOU WILL LEARN

- Build self-awareness and overcome self-doubt
- Practise positive self-talk and goal setting
- Develop confidence in leadership and public speaking
- Celebrate wins to reinforce confidence

FOR Emerging leaders & professionals at all levels

● Half day

NEW**Resilience & Wellbeing**

Build the personal resilience to perform sustainably, spotting early signs of burnout and protecting wellbeing without sacrificing results.

WHAT YOU WILL LEARN

- Recognize early signs of stress and burnout in yourself and others
- Manage energy, workload, and recovery
- Build daily habits that sustain focus under pressure
- Foster a team culture that supports wellbeing

FOR Professionals at all levels & people leaders

● Half day

Accountability

Build a culture of ownership by setting clear expectations, following up on commitments, and sustaining high performance.

WHAT YOU WILL LEARN

- Understand the components of effective team accountability
- Set and communicate clear expectations
- Give and receive feedback that upholds accountability
- Build a culture that celebrates wins and learns from misses

FOR New-to-role managers & emerging leaders

● 90 min

Time Management

Boost productivity and reduce stress with proven techniques for prioritizing work and managing distraction.

WHAT YOU WILL LEARN

- Prioritize tasks and set SMART goals
- Manage interruptions and distractions
- Practise time-blocking and other tools
- Build a personal plan to balance workload

FOR All levels of professionals

● Full day

Understanding Your Work Style (DiSC)

Use the DiSC assessment to understand your work style and how it shapes your interactions, then adapt to the styles of others.

WHAT YOU WILL LEARN

- Identify your DiSC style, strengths, and challenges
- Recognize other styles and adapt your approach
- Leverage diverse work styles to collaborate better
- Build a plan to improve teamwork and communication

FOR All levels of professionals

● 90 min

Giving & Receiving Feedback

Learn to give feedback that is specific, actionable, and motivating, and to receive it with an open mind.

WHAT YOU WILL LEARN

- Understand the principles of effective feedback
- Give specific, actionable, motivating feedback
- Receive feedback with an open mindset
- Build a culture of constructive feedback

FOR New-to-role managers & emerging leaders

● 90 min

AI Skills Adoption in the Workplace

Practical AI literacy for everyday work, exploring common tools, ethical considerations, and real business scenarios.

WHAT YOU WILL LEARN

- Spot opportunities to integrate AI into existing workflows
- Evaluate common tools and platforms for everyday tasks
- Build awareness of AI ethics and bias mitigation
- Foster continuous learning and digital adaptability

FOR All levels of professionals

03 Leadership & Management Skills

Lead teams, drive change, and scale with confidence.

● Full day

NEW

Coaching Skills Workshop

A one-day, fast-start introduction to coaching as an everyday leadership tool, and a high-impact entry point before the multi-week program.

WHAT YOU WILL LEARN

- Apply a simple, repeatable coaching framework such as GROW
- Use powerful questioning and active listening to unlock thinking
- Recognize when to coach versus direct
- Hold conversations that build ownership and accountability

FOR Managers, team leads & emerging leaders

● Half day

Communication by Asking Powerful Questions

Master the art of the powerful question to spark critical thinking, gather insight, and drive meaningful dialogue.

WHAT YOU WILL LEARN

- Understand how powerful questions shape problem-solving
- Differentiate open and closed questions and their uses
- Ask questions that foster critical thinking
- Use questions to build rapport and drive innovation

FOR New-to-role managers & emerging leaders

● Half day

Build Behaviours That Last

Cultivate and sustain positive behaviours across teams through habit formation, reinforcement, and supportive environments.

WHAT YOU WILL LEARN

- Understand behaviour change and habit formation
- Use positive reinforcement and role modelling
- Create an environment that sustains change
- Reinforce organizational values through team behaviours

FOR Emerging leaders & team managers

● Half day

Team Alignment

Align teams around shared goals and values, building a shared vision and clarifying every member role in delivering it.

WHAT YOU WILL LEARN

- Create and communicate a shared vision
- Clarify roles and responsibilities within the team
- Foster trust and open communication
- Build a plan to measure and maintain alignment

FOR New-to-role managers & emerging leaders

● 90 min

Clear Strategic Focus

Set and hold a clear strategic focus, prioritizing initiatives, allocating resources, and staying on course as conditions change.

WHAT YOU WILL LEARN

- Set and communicate clear strategic objectives
- Prioritize initiatives against organizational goals
- Understand resource allocation for execution
- Monitor progress and adapt to change

FOR Emerging leaders & professionals at all levels

● 90 min

Communicating as a Manager

Practise the management models that make communication land, tuning into each employee style and preferences.

WHAT YOU WILL LEARN

- Understand core management frameworks and models
- Adapt your style to suit the employee needs
- Ask powerful questions to guide development
- Provide constructive feedback that motivates

FOR New-to-role managers & emerging leaders

● Half day

Empowering Team Members for Engagement

Deliver coaching that empowers people to grow, building self-awareness of your own biases and strategies to overcome resistance.

WHAT YOU WILL LEARN

- Deliver coaching that empowers and engages
- Recognize and address personal biases
- Foster accountability and ownership
- Overcome resistance to build a motivated team

FOR Emerging leaders & team managers

● 90 min

Delegation & Managing Accountability

Delegate with confidence using the delegation pyramid, setting people up for success with clear expectations and modelled accountability.

WHAT YOU WILL LEARN

- Understand and overcome barriers to delegation
- Apply the 5 Ts of delegation to assign work
- Empower people through clear expectations and coaching
- Model accountability through transparency

FOR New-to-role managers & emerging leaders

● 90 min

Defining Your Authentic & Inclusive Leadership Style

Explore leadership styles and shape one that is authentic and inclusive, with strategies to promote inclusion within your team.

WHAT YOU WILL LEARN

- Analyze different leadership styles and their impact
- Model authenticity and build trust within teams
- Promote inclusion and disrupt personal biases
- Craft a leadership story rooted in authenticity

FOR Emerging leaders & managers at all levels

● Full day

Leading Change: Managing Organizational Transformation

Practical strategies, tools, and frameworks for leading transformation, addressing both the human and operational sides of change.

WHAT YOU WILL LEARN

- Distinguish transformation from incremental change
- Apply frameworks like Kotter, ADKAR, and Lewin
- Build readiness assessments and stakeholder plans
- Lead through resistance and sustain change

FOR Leaders, HR professionals & change agents

● Half day

NEW

Change Management Essentials

The fundamentals of leading change at the team level, focused on the day-to-day realities of transition.

WHAT YOU WILL LEARN

- Understand how individuals experience change
- Apply a simple framework to plan and communicate change
- Address resistance with empathy and clear messaging
- Keep teams engaged and productive through transition

FOR Managers, team leads & professionals at all levels

● 90 min

Increasing Talent Readiness to Scale More Quickly

Build the internal talent capacity that scaling demands, developing succession pipelines and aligning people strategy to growth.

WHAT YOU WILL LEARN

- Define talent readiness and its role in scaling
- Identify key roles, skill gaps, and bottlenecks
- Align hiring and development with investment timelines
- Design fast-tracked development pipelines

FOR Leaders in high-growth & PE-backed firms

● Half day

Operationalizing Culture During Rapid Growth

Protect culture without stifling agility as you scale, embedding values into operations, decisions, and communications.

WHAT YOU WILL LEARN

- Define core values that align with growth strategy
- Spot cultural signals in hiring and onboarding
- Create rituals and norms that reinforce culture
- Track alignment and manage cultural shifts

FOR Leaders in high-growth & PE-backed firms

04 Presentation, Facilitation & Writing

Communicate with clarity, influence, and impact.

● 90 min

Influence Through Storytelling

Use storytelling to influence and inspire, crafting compelling narratives that resonate and drive action.

WHAT YOU WILL LEARN

- Understand the elements of a compelling story
- Tailor narratives to specific audiences
- Bring emotional appeal into storytelling
- Deliver stories that influence and inspire action

FOR Professionals at all levels

● 90 min

Executive Presence

Build the presence to influence senior stakeholders, communicating with impact, credibility, and alignment to organizational goals.

WHAT YOU WILL LEARN

- Align communication with executive priorities
- Build credibility and trust with senior stakeholders
- Communicate with impact using data and insight
- Navigate politics to strengthen influence

FOR Emerging leaders & professionals at all levels

● Half day

Effective Facilitation

Facilitate meetings and workshops that get results, creating inclusive environments and guiding groups to clear outcomes.

WHAT YOU WILL LEARN

- Apply principles of effective facilitation
- Create an inclusive, engaging environment
- Manage group dynamics and guide discussion
- Handle challenges and evaluate effectiveness

FOR Professionals at all levels

● 90 min

NEW

Writing with Impact

Sharpen professional writing so emails and reports are clear, concise, and action-oriented, leading with the message and cutting clutter.

WHAT YOU WILL LEARN

- Structure writing so the key message comes first
- Write concisely by tightening every sentence
- Adapt tone to the audience and channel
- Craft clear calls to action that get responses

FOR Professionals at all levels



— START THE CONVERSATION

Let's build better leaders together.

Every program is tailored to your goals and culture, and delivered virtually or on-site. Tell us where you want to grow — we'll design the journey.

Book a FREE Consultation

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