



# Take the Lead: Team Leadership

Winter 2021  
Online Program



- + Program Overview
- + Partnership
- + Mentor Opportunity
- + Leadership Coaches

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# Invest in women leaders.

Team leaders are quickly adapting to the challenges of a new work environment, managing teams remotely, learning new ways to communicate effectively and sustain team culture, cohesiveness, and performance, and at the same time, helping team members with the stresses of achieving work-life balance at home. Now, more than ever, the success of a team centres on core fundamentals of collaboration and shared commitment. To create and nurture high-performance teams, leaders need to strengthen the factors that will motivate and engage, and build resilience and flexibility to adapt to constant change. So, how can we help you become a more effective team leader and improve the energy and collaboration in

your team, raise performance and drive creativity and innovation?

**Take the Lead** is a series of programs that we have developed at Scala Network for women who are ready to take the next step in their careers. In our Team Leadership program, you will learn the building blocks to create successful teams, develop an understanding of your values system in order to lead authentically, and improve your leadership with a coaching approach to enhance both individual performance and team dynamics.

As we move to an online format for our programs, we will continue to experiment with new ways to create interactive and collaborative experiences that will allow participants to share and network with other leaders, and to learn from and be inspired by expert facilitators and experienced women business leaders. In this intimate and supportive environment, we will challenge assumptions, share leadership wisdom, and strengthen the skills that will help you achieve your potential as a team leader.

Please join us this exciting new program from Scala Network.

Warmest regards,

**Christina Greenberg**  
PRESIDENT, SCALA NETWORK

## Program Overview

## Winter 2021 Dates

Session 1

### Program Introduction

Feb 23 | 3:30 – 5 pm EST

Session 2

### Building High-Performing Teams

Mar 2 | 2 – 5:30 pm EST

Session 3

### The Shift to Leader as Coach

Mar 30 | 2 – 5 pm EST

Session 4

### Uncover Your Unique Value System

Apr 21 | 3 – 5 pm EST

Session 5

### Coaching Session to Refine Your Personal Values System

60 minutes

Session 6

### Develop Strategies to Lead More Authentically

May 12 | 3 – 5 pm EST

Session 7

### Building Your Leadership Toolbox

June 2 | 2 – 5:30 pm EST

Session 8

### Setting Your Path for Team Leadership

June 16 | 3 – 5 pm EST



## + Mentors

The purpose of Scala's networking and collaborative learning model is simple:

# Ignite discussion

Our guest mentors encourage participation and conversation by:

- + Providing Fuel for Thought
- + Leading Round Table Discussions
- + Sharing Insights, Perspectives & Questions

Scala Network's mentors are the first to acknowledge setbacks and challenges in navigating their own roads to success. They share their own personal or professional anecdotes and experiences to provide real life perspective on session topics, engaging the group in conversation and creating a connectedness that deepens during the program.

Over the course of the program, you will have the opportunity to hear from each of the mentors to exchange ideas, share challenges that keep you up at night, and learn techniques to solve problems and harness your opportunities to grow as a leader.

Winter 2021 mentors to be confirmed soon.

## Fall 2019 mentors



**Catherine Ince**

SVP Client Services and Sales Enablement

**Environics Analytics**



**Julia Cartwright**

Head of People and Culture

**GroupBy Inc.**



**Kristine Lyrette**

President

**Publicis Media**



**Paula Attfield**

President

**Stephen Thomas Ltd.**



**Pouneh Hanafi**

Vice-President Marketing

**Tulip Retail**

## Spring 2019 mentors



**Michele Sexsmith**

Senior Vice-President

**Environics Analytics**



**Nancy Melcher**

Principal

**Nancy Melcher Consulting**



**Linda Hills**

Head of Learning & Leadership  
Development

**University of Toronto**



**Nina Moritsugu**

Associate General Counsel,  
Canada Counsel

**Workday**



**Saeideh Fard**

Chief Financial Officer

**Tulip Retail**

## Leadership Team



**Christina Greenberg**

President

**Scala Network**



**Maggie DiStasi**

Career Transition & Leadership Coach

**Process Based Living**



**Jane Gaynor**

Founder & Certified Coach

**Gain Your Edge Coaching**

Program Partner

**ENVIRONICS**  
ANALYTICS

# Program Introduction

1

February 23  
2021  
3:30 to 5:00 pm  
EST



In this session, you will meet and network with other participants and our mentors who will be facilitating discussions and sharing personal experience and insights during the program. We will also provide an overview and roadmap for the program, and set the expectations for participating and getting the most of this hands-on learning experience together.

# Building High-Performing Teams

2

March 2  
2021

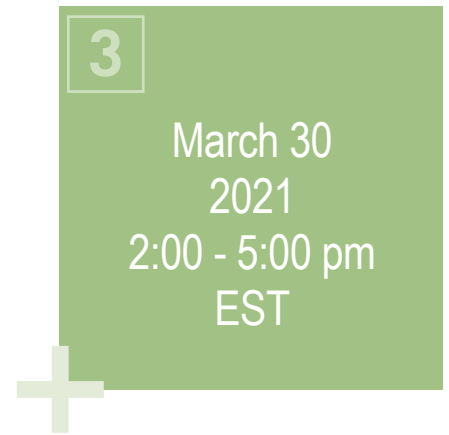
2:00 – 5:30 pm  
EST

Leaders are ultimately measured on business outcomes, but great leaders recognize that success comes from focusing on the people they lead. They know how to get the most out of their team by energizing and engaging employees with a vision that inspires and, at the same time, communicates what needs to be done and why. High performance teams have a common identity and purpose based on shared values. They create processes that break down barriers to cooperation and information exchange. And the team leader ensures that each employee feels valued for their contribution to the team's overall goals and the success of the organization.

***In this session, participants will explore the following topics and take away concrete ideas and new approaches:***

- + Motivating your team – new strategies to boost morale as we adjust to working remotely, and inspiring and empowering everyone on the team to reach their potential.
- + Engaging in effective communications – the importance of transparency and listening in order to build trust and connection, to create an environment of openness and psychological safety, and to persuade and influence others.
- + Having difficult conversations – successfully delivering and receiving constructive feedback, encouraging healthy tension and actively managing conflicts.
- + Having the courage to fail – developing confidence in yourself and your team to take risks and learn from failures in order to grow, innovate and adapt to change.
- + Managing stress and building resilience – practicing self-care for yourself and your team, establishing new habits to balance work and life at home, and ways to recharge your energy to face the challenges ahead.

# The Shift to Leader as Coach



We are experiencing a major culture shift in the way we work, from old style command and control towards a new, more collaborative way of working. The pace of change is accelerating and challenges we're facing are becoming increasingly complex. A crucial implication of this shift is that collaboration sits at the core of how work gets done and how leaders need to lead.

Effective collaboration requires high levels of conversation intelligence and a social climate that is conducive to high quality connections and engagement. A coaching approach is a specialized form of conversation intelligence and an important element in helping leaders to successfully make this shift.

## ***In this workshop, we address the following questions:***

- + What is a coach approach and why does it matter?
- + What's driving the shift towards a coach approach to leadership?
- + What does it mean for you to shift to a coach approach?
- + What are the keys to an effective coach approach?

## ***Participants of this session can expect:***

- + A highly interactive learning experience with engaging activities and practice.
- + Focused learning to help you gain competence, confidence and credibility.
- + Concrete ideas and coaching frameworks to enhance your effectiveness as a team leader.

# Authentic leadership – leading with your values

SESSIONS  
4 - 5 - 6

Why do many of us “show up” differently at home and at work? Leaders often adjust their work persona in an attempt to be the person they feel they’re expected to be. Juggling this dichotomy is not only exhausting, but the inconsistency can be confusing to your team, and could negatively impact trust, accountability and business results. Developing a greater awareness of your values will help you to make choices with greater clarity and confidence and to lead your team with authenticity.

4

Apr 21  
2021  
3-5 pm  
EST

## Uncover Your Unique Value System

Prior to this session, you will complete a 30-minute online values assessment and discover your own unique values. As a group, you will learn how your values operating system can support your decision-making and effectiveness as a leader.

5

Coaching  
Session

## Coaching Session to Refine Your Personal Values System

In a one-on-one session with a certified Pursuit Values coach, you will refine your personal values system and priorities.

6

May 21  
2021  
3-5 pm  
EST

## Develop Strategies to Lead More Authentically

In this group session, you will learn how to integrate your values operating system with your personal leadership style, and develop strategies to bring more consistency and authenticity to the interactions you have with your team.



# Building Your Leadership Toolbox



7

June 2  
2021

2:00 – 5:30 pm  
EST



Over the course of this program, we encourage participants to put into practice and experiment with the new approaches and ideas that they take away from each session. Often new challenges, gaps or opportunities come to light for leaders and their teams during this journey. This session is an excellent opportunity to explore those ideas and questions with your fellow participants and our mentors. We will give participants an opportunity to identify topics that they would like to explore further, both individually and as a group, and our mentors will lead the discussion to ensure everyone gets the most out of the conversation.

*In past **Team Leadership** programs, topics have ranged from performance management for individual team members, tips for remote working, how to be vulnerable with your team and still maintain authority and respect, increasing inclusivity and diversity in teams, advocacy for your team at senior levels, setting a team purpose and vision, and cross-functional team leadership and conflict management.*

# Setting Your Path for Team Leadership

8

June 16  
2021

3:00 - 5:00 pm  
EST

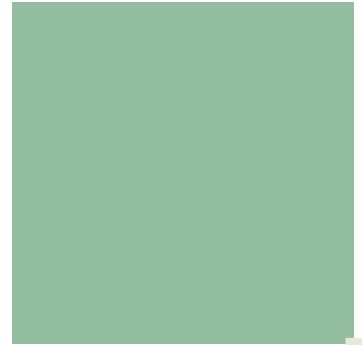
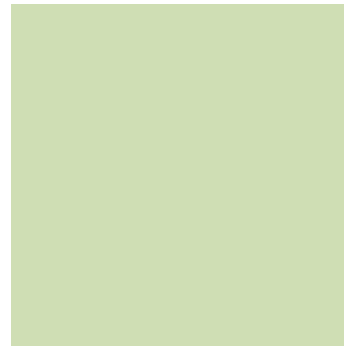


Prior to this session, participants will reflect on their learning and set intentions and goals for continued growth as a team leader. As we meet online for our last session, each person will share their next steps to develop their team leadership skills. This is also a great opportunity to tap into additional insights and learning from our mentors and provide any feedback on the program experience. We encourage our participants to continue to network with each other and with the mentors after the program has ended, in order to share learning and seek support in their personal development as a leader.



## Become a Scala Network Partner

Are you looking to invest in your women leaders? Do you have products, tools and resources that could add value to our events and to our attendees? If so, we would love to have a conversation with you about becoming a Partner.



We collaborate with your team to devise customized activations that uniquely position your organization and engage our network. As a Partner of our *Take the Lead* Series, your investment covers the cost of registration for a women leader from your organization as well as sponsoring the registration cost for a woman in transition. Partners are profiled in our program promotions online and at the event, and have the opportunity to provide collateral materials to participants. We also offer Partners editorial opportunities to share thought leadership content with our entire network.

For more information on becoming a Partner with Scala Network and the Take the Lead Series, please contact Christina Greenberg at [christina@scalanetwork.com](mailto:christina@scalanetwork.com).

# Participant Registration

**\$2495 + HST**

- + Registration includes access to senior leaders for group mentoring
- + Invitation to join Scala's *Take the Lead* LinkedIn group to stay in touch with program peers, mentors, and receive links to great articles and leadership resources

Please note: Attendance is limited and we only accept one registration per company to ensure open discussion and confidentiality.

## Mentor Meet Ups

In addition to the program training sessions, we invite current participants and graduates of *Take the Lead* programs to join us for ongoing networking events to make new connections and to continue the conversation on leadership.



We'd love to hear from you.

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