



PROGRAM: EFFECTIVE LEADERSHIP DEVELOPMENT

START DATE: **Thursday April 09, 2026**
DAY & TIME: **Thursdays, 2 hours (9:00 – 11:00 am)**
TERM: **10 Sessions (Facilitation) Plus 2 Pre Sessions and Graduation**
PLACE: **LIVE – Sessions will be offered both in person and ZOOM – based on participant preference and availability. Sessions will be held at 5455 unit 208 152nd Street, Unit 208, Surrey, V3S 5A5 unless otherwise noted.**

Facilitation by Rod Ezekiel – rezekiel@lmicanada.ca / 236 862 3711

CEO of Redwood Leadership & Wellbeing

Executive Showcase

Effective Leadership Development – Program Overview

PROGRAM: Effective Leadership Development
START DATE: Thursday April 09, 2026
DAY & TIME: Thursdays, 2 hours (9:00 – 11:00 am)
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PLACE: LIVE – Sessions offered in person and via Zoom based on participant preference and availability. Sessions will be held at 5455 152nd Street, Unit 208, Surrey, V3S 5A5 unless otherwise noted.

Facilitator: Rod Ezekiel – rezekiel@lmicanada.ca / 236-862-3711

Program description

The Effective Leadership Development program is a structured leadership skills course designed for supervisors and managers. Participants attend group training sessions where they learn and practice practical leadership competencies such as time management, delegation, communication, motivation, problem-solving, and developing staff.

The course uses a consistent curriculum for all participants and focuses on classroom/online learning activities, including short presentations, group discussion, individual reflection, and skills-practice exercises. It is not customized consulting or business planning; it is a standardized leadership training program.

Introductory sessions

Two initial sessions introduce the program and help participants set personal learning objectives and become familiar with the tools used in the course (workbooks, planners, and learning materials). Participants begin to reflect on their current leadership habits and identify areas for improvement.

Core training sessions – Skill focus

Each core session builds specific leadership skills:

- **Lesson One – Successful Leaders Are Made, Not Born**
 - Focus: Foundational leadership concepts, attitudes, and behaviours that support effective leadership.
- **Lesson Two – Improving Results Through Better Time Management**
 - Focus: Planning and prioritizing work, managing one's own time and the time of others, and using time-management tools.
- **Lesson Three – Exercising Authority Effectively**
 - Focus: Giving clear direction, setting expectations, holding people accountable, and using authority in a positive way.
- **Lesson Four – The Art of Delegation**
 - Focus: Deciding what to delegate, matching tasks to people, providing instructions, and following up on delegated work.
- **Lesson Five – Effective Communication Is a Leadership Essential**
 - Focus: Two-way communication, active listening, giving and receiving feedback, and adjusting communication style.
- **Lesson Six – Motivating People to Produce**
 - Focus: Understanding what motivates individuals, using non-financial motivators, and applying simple motivation techniques.
- **Lesson Seven – Preventing and Solving Problems**
 - Focus: Recognizing issues early, defining problems clearly, and using a step-by-step approach to resolve people-related problems.
- **Lesson Eight – Developing People's Potential**
 - Focus: Basic coaching skills, on-the-job training, and supporting employees' ongoing development.

Learning materials and assessment

Participants receive standardized course materials such as workbooks, program files, audio material (MP3), and a time-management planner to support practice of the skills taught.

Learning is assessed through:

- Completion of course exercises and short assignments.
- Participation in discussions and skills-practice activities.
- A brief final presentation or summary at the graduation session describing how the participant will apply newly learned leadership skills in their role.

A certificate of completion from LMI Canada is provided to participants who finish the program requirements and attend the graduation session.



EFFECTIVE LEADERSHIP DEVELOPMENT®

Developing the Leadership Within your Organization.

EFFECTIVE LEADERSHIP DEVELOPMENT - 2026 DEVELOPMENT SCHEDULE

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| Pre-conference Goal Setting <i>Defining the Science of Goal Setting and Tracking</i> | Thursday | April 09 | 9:00 – 11:00 am |
| Pre-conference Goal Setting <i>Refinement of Goal Tracking & Measurements</i> | Thursday | April 23 | 9:00 – 11:00 am |
| Kick Off <i>Introduction to Concepts</i> | Thursday | May 07 | 9:00 – 11:00 am |
| Goal Planning <i>Developing Goal Planning Sheets</i> | Thursday | May 21 | 9:00 – 11:00 am |
| Lesson One <i>Successful Leaders are Made not Born</i> | Thursday | June 04 | 9:00 – 11:00 am |
| Lesson Two <i>Improving Results Through Better Time Management</i> | Thursday | June 18 | 9:00 – 11:00 am |
| Lesson Three & Mid-term Review <i>Exercising Authority Effectively</i> | Thursday | July 02 | 9:00 – 11:00 am |
| Lesson Four <i>The Art of Delegation</i> | Thursday | July 16 | 9:00 – 11:00 am |
| Lesson Five <i>Effective Communication is a Leadership Essential</i> | Thursday | July 30 | 9:00 – 11:00 am |
| Lesson Six <i>Motivating People to Produce</i> | Thursday | August 13 | 9:00 – 11:00 am |
| Lesson Seven <i>Preventing and Solving Problems</i> | Thursday | August 27 | 9:00 – 11:00 am |
| Lesson Eight <i>Developing People Potential</i> | Thursday | Sept 10 | 9:00 – 11:00 am |
| Graduation Ceremony <i>Celebration of Completion of the Program Certificate from LMI Canada HQ</i> | Thursday | Sept 24 | |

Dates are Subject to change. Some Sessions may be done virtually as part of a larger group setting. Details will be provided in advance of any changes.