



## ***Vokes Leadership Group...***

is a training, coaching, consulting, talent management, and applied research practice in Industrial-Organizational Psychology. We are Canadian-based and work internationally, specializing in the delivery of organization development, culture management, and change management services to organizations from every sector -- corporate, government, and non-profit. As a social entrepreneurship venture, we are committed to advancing the ethical use of Social Power.

### **Training & Facilitation Services**

- Leadership Development
- Leading for High Performance
- Neuroscience of Time Management
- Culture Management & Transformation
- Personality Theory in the Workplace
- Change Management Strategies
- Conflict Resolution Skills
- Leading on the Worst Days: Crisis Response
- Identifying and Managing Mission Derailing & High Conflict Personalities (HCPs) in the Workplace
- Leader Self-Care: Building Resilience
- Performance Management Planning
- Active Listening for Impact
- Temperament: Working with Core Motives
- The Link between Leadership & Culture: The 13 forms of Social Power
- Communication and Professionalism
- How to: Social Power Analysis and Culture Reviews

### **Coaching Services**

- Leadership and Culture Management
- Outplacement/ Career Transition Supports
- Managing Challenging Team Dynamics
- Career Planning and Development

### **Consulting Services**

- Team Building, Renewal, and Bridging
- Dispute Resolution and Conflict Mediation
- Culture Review and Transformation
- Change Management
- Adaptive Strategic Planning
- Workforce Satisfaction/ Attitude Surveys
- Supporting responses to Workplace Threats/ Violence, Crises, and Tragedies
- Creating Practical Mission, Vision, and Value Statements

### **Talent Management Services**

- Psychometric Assessment for Person-Job Fit
- Leadership Style and Culture-fit Interview
- Building Leadership Development Plans for onboarding and talent management



## **Micro-Credential Certificate Programs offered in partnership with St. Clair College**

- **1.0 Leadership & Culture Management**
- **2.0 Strategic Leadership & Culture Transformation**

Both programs include 80 hours of interactive instruction over 4 months and can be attended either in-person or virtually.

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