

ICAN VOICE

Program Overview

ICAN VOICE interactive programs allow organizations to develop leaders by empowering them to claim their authentic voice and take leadership action. Research shows when the voices of individuals at all levels of the workforce are heard, innovation, engagement and productivity increase. ICAN VOICE programs are designed for teams, employee resource or affinity groups, Millennials and members of the C-suite in an on-site training capacity. These 90-minute modules are presented as part of a curriculum and can be customized to a company's unique interest, group focus and number of participants.



Live Your Voice: Values-Based Leadership

Objectives

- Examine what you truly care about - what you stand for in your role as a leader in your work, at your company and in the community.
- Determine what it means to be true to yourself and to the greater good
- Values are who we are. When we honor our values, there is a sense of internal "rightness." By living our values, we create and feel a sense of fulfillment.

Outcomes

- Realize how personal values align with organizational values
- Unlock a solutions driven mindset
- Accelerate fulfillment within role or responsibility
- Take an active role in building a culture of personal accountability at every level
- Support "us" and "one" company to deepen cross-functional partnerships

Speak Your Voice: Take the Room

Objectives

- Define your personal brand to create a leadership presence that is understood, respected and inspiring
- Use your voice to "lean in" to each opportunity through building awareness of the power of your words, body language and emotions
- Move beyond traditional behaviors to stand out and be perceived as outstanding

Outcomes

- Realize how to become more effective and influential in every interaction
- Gain influence skills to play a prominent role in company's business environment
- Expand on how to bring "authentic" self to the workplace and leadership
- Take an active role in building a culture of leaders that "lean in"

Share Your Voice: The Guide on the Side

Objectives

- As a seasoned leader, build and prepare others to be influential, authentic, and effective to leave a meaningful legacy
- Determine how to stand as a leader in the place of a 'host' rather than a 'hero' and build on 'leading' versus 'herding' to acquire buy in
- Be a "Guide" to evolve the capability, confidence and power of those around you

Outcomes

- Ask questions in a way that creates openness, high participation and trust
- Have a planned and practical approach for initiating conversation that engages all
- Engage multiple generations in lively and purposeful conversations to change your organization's future outcomes
- Help others analyze their problems and think ideas through to a logical solution

Assert Your Voice: Communicate Your Perspective

Objectives

- Learn how to lead and communicate in a way that empowers others
- Review the thoughts, emotions and behaviors behind how we communicate
- Identify current communication style to understand tendencies
- Use the results of a communication assessment to demonstrate capability of assertively communicating with others

Outcomes

- Realize your improved communication style to build more powerful interactions
- Take a multiple perspective approach in complex communication situations to create more meaningful and open conversations
- Gain confidence in communicating your perspective so other people hear it
- Recognize all conversations are reflective of the relationship you're trying to create

Frame Your Voice: Having Ethical Conversations

Objectives

- Practice voicing and acting on your values
- Know that you will face ethical dilemmas
- Learn a framework for expressing your values to resolve difficult situations
- Understand your preferred ethical lens and how to look at problems from various perspectives

Outcomes

- Gain confidence and courage with techniques to help you express your point of view in an ethical dilemma
- Change the way ethical scenarios are handled by the way you respond
- Develop healthier decision making and behavior choices
- Learn to live in the "gray" and develop openness to another point of view



How Companies Use ICAN VOICE to Develop Leaders

- Quarterly workshop series for a leadership development program
- As a 'Lunch & Learn' or Power Session
- Engage and develop young professionals and emerging leaders
- Bring an expert in to facilitate dialogue and training