



# Leading for Collaboration

You and your team will gain the awareness, process and tools to lead effective collaborations that engage the right people at the right time, move everyone along at an equal pace, and reach the finish line.

2024

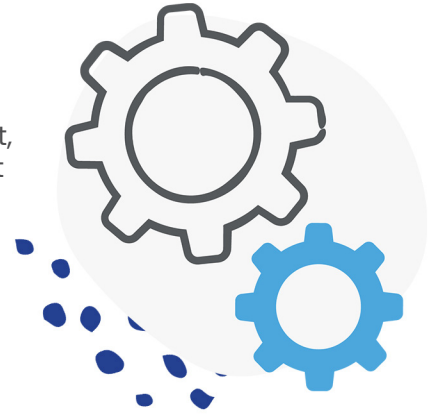
neolé



# Leading for Collaboration

Leading for Collaboration is for managers and leaders who need smart, diverse people to collaborate within or across teams, but find it difficult and painfully time-consuming to get everyone on the same page and collaborate effectively towards a common goal.

During this workshop, we explore how to lead effective collaboration and how to be an outstanding contributor to collaborative initiatives/projects. This training gives participants the awareness, process and tools they need to lead effective collaborations that engage the right people at the right time, move everyone along at an equal pace, and reach the finish line as a whole and better team. Whether you are a team leader or a member of a loose collaboration, you will leave this training with a deep understanding of your team's strengths and blind spots, and what's required for successful collaboration to take place.



This course includes the FourSight self-assessment and Team Report. \*

## Benefits

- Gain awareness into how each team member approaches challenges and opportunities
- Step up your ability to collaborate towards innovative outcomes
- Improve team dynamics when working under stress and prevent conflict
- Develop trust and respect on teams
- Deliberately enhance individual and collective creativity
- Leverage the team's psychological differences in the approach to problem solving
- Develop a common language that supports your team's collaboration efforts
- Integrate a repeatable process for every project that requires collaboration

## Intended audience:

Leaders who understand the value of engaging their teams in creative thinking, ideation and problem solving.

The workshop can be customized for a team of leaders or designed in such a way that leaders can take it with their team members so that the entire team can upskill all at once.

\*[FourSight](#) is a self-assessment tool informed with over two decades of scientifically-confirmed data. It produces a profile that illustrates each participant's diverse thinking style and how it relates to their problem solving approach.

When people develop awareness of their thinking and problem-solving style, they become better able to collaborate, to value cognitive diversity and to compensate for their blind spots. All of this while also gaining understanding of their team's strengths.

# Team and Leadership Development Programs

Our clients are organizations that care about their people, and want to empower them to excel as creative thinkers, problem solvers and collaborative leaders.

Our suite of team development courses, team building activities, and leadership training, are carefully designed to make a lasting impact. In addition to the Team Charter workshop for hybrid and remote teams and their leaders, we offer interactive sessions focused on providing the knowledge, tools and skills for enhanced creativity, collaboration, and well-being.

## Training Formats

All our workshops can be delivered as a half-day or full-day session, in a virtual, in-person or hybrid format. Our expert facilitators will guide participants through a dynamic blend of experiential exercises, group discussions, personal reflections, science-backed presentations, and provide personalized coaching within the workshop. This ensures that participants not only gain valuable insights but also have the support needed to seamlessly apply the lessons learned to their daily work and personal life. Count on us to help you and your teams achieve meaningful and lasting transformation.

Each of our workshops can be taken separately or combined for additional impact.

We customize our workshops to your unique situation and the needs of your team and organization. Email [info@neole.ca](mailto:info@neole.ca) or [book a free consultation](#). We'll ask you about your organization and team, and your best hopes for the type of transformation your team would benefit from the most.

# Team Retreats and Leadership Offsites

Given the investment of time and dollars required for retreats, you want to choose an experience that will have a long-term impact on your team's morale and workplace culture – while also having fun in the process! Your team retreat is the perfect opportunity to deepen trust and respect, strengthen team spirit, and develop better collaboration skills. What matters most is that you actually see a real difference once you are all back to the day to day work.

Whether you want a 2-hour workshop or a 3-day agenda that is expertly designed, the Neolé team will ensure your offsite is productive, transformative and memorable. Our expert facilitators use play-based methodologies, coaching techniques and brain-centric design to ensure every activity has a lasting impact on the whole team.

Need to tackle some serious business while you are all together? No problem! Our experienced facilitators will lead your strategic planning, help you develop Objectives and Key Results (OKRs) and facilitate other important meetings.

# Meet Your Instructor



## Ginny Santos, CEO, Neolé Creative Thinking Guide and Process Designer, Trainer & Facilitator

Ginny Santos works primarily with organizations that truly care about their people and want a healthy workplace culture that enables and sustains high performance. That's why she founded Neolé, a training, facilitation and event production company that specializes in designing and facilitating team development and retreats that make a lasting impact— resulting in increased engagement, productivity and retention, and most importantly, a healthy workplace culture.

Everything she does is influenced by her drive to have a positive impact, and the practical skills and knowledge she developed while completing a Master's of Science in Creativity and Change Leadership and several graduate certificates in Solution-Focused Coaching, Nutrition Sciences and Productive Thinking. Ginny is also a professor at Wilfrid Laurier University where she teaches creativity and innovation to executive MBA students.

Originally from Spain, she is an entrepreneurial mother, a digital geek and an enthusiastic dancer in the privacy of her kitchen.

### Accreditations

- M.Sc. Creativity and Change Leadership
- B.A. of Political Science and Peace & Conflict Studies
- Certified FourSight Presenter and Master Trainer
- Certified Solution Focused Coach
- Certified Nutrition Science Coach
- Certified Stormz Digital Facilitator and Trainer

# Testimonials



“Neolé exceeded our expectations. The workshop helped open our eyes to innovation and the areas that we can strengthen as a team to help our corporate culture to be more innovative. We were very pleased at how organized and seamless the facilitation was with participating as large groups as well as entering break-out rooms. It was very engaging and helped us connect. Our team was lacking connection because of COVID. This was the first time that we engaged with each other in a meaningful way. **We felt connected and it felt good**”

- T. Martin, Director of Human Resources. Town of Penetanguishene

“This was so well executed - the pace and skill but above all, the **principled human approach** was foundational to everything you did. I learned a lot and built some confidence for me to take back to my work, the success factors, and .. thank you!”

- Anonymous, Collaboration Workshop

“I think you are a great team which have the **good spirit for education and sharing knowledge**. One of the most important ideas I got through this workshop was the beautiful concept of the diversity of the thinking preferences. No one of these preferences has an advantage over the others, however they complement each other to make the big picture of innovative teamwork. Thanks”

- Sherif Mohamed PhD Candidate at University of Toronto

# Past Clients



# About Neolé

Remote and hybrid work can improve individual focus and productivity, but it can also lead to significant losses – decreased motivation, ineffective problem-solving, and poorer collaboration. This results in higher stress, staff turnover, less innovation, and lower effectiveness overtime. What if those losses could be transformed into opportunities?

That's what Neolé is all about. We help you transform your hybrid workplace into a wellspring of creativity, collaboration, and high performance. Our unique approach elevates every individual's potential to contribute their best – at work, at home, and within their communities. We do this by designing impactful workshops, training & coaching programs, and facilitating game-changing conversations between leaders and their teams.

Neolé stands out as a training and facilitation company with a 12-year track-record of promoting engagement, enhancing collaboration, and boosting performance in the modern workplace. We use evidence-based methodologies coupled with human-centered design to elevate people and drive transformation.

With roots in Toronto and a reach that spans the globe, our dedicated team of experts, innovators, and collaborators live by the principle of "Better Together". We work in close partnership with our clients to identify their unique needs and devise the most effective strategies to achieve their goals.

We are Neolé, a certified Women Business Enterprise, and a Vendor of Record for the Canadian Federal Government. We stand ready to redefine the potential of remote and hybrid workplaces in partnership with you.

## **Our customized services include:**

1. Team development workshops, training and coaching for high performance all year around
2. Leadership development workshops (online asynchronous learning, virtual live workshops and in-person training options)
3. Team and Leadership offsites or retreats that make a lasting impact on team performance, engagement and workplace culture
4. Engaging your team in the co-creation of a healthy workplace culture that supports high performance  
Expert design and facilitation of strategic planning, stakeholder engagement sessions, ideation meetings, and creative problem solving workshops
5. Virtual and hybrid event planning and production (stress-free webinars, meetings and events)

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