

## CLIENT: A LEADER IN CONSTRUCTION AND INFRASTRUCTURE DEVELOPMENT



### Client Request

- Leadership training

### Audience

- Senior leaders, mid-level managers and individual contributors

### Eagle's Flight Delivered

- Customized leadership training designed for specific target audiences:
  - Ten one-day modules for senior leadership
  - Five-day program for mid-level manager
  - Six-day individual contributor program
- Stand-alone conference programs, mentoring program, and safety training to complement the above

### Tools Provided

- One-on-one coaching
- 360 degree assessments
- Small group retention sessions (*one month post-training*)
- Group application sessions to promote continued application of learnings (*one year post-training*)

### Approach for Distributed Workforce

- Flexible scheduling options to accommodate shift workers
- Delivery of programs in several geographically remote locations across Canada
- The use of attendance tracking and reporting

### Executive Involvement

- Executive leadership team participated in all program modules, and as a result, has mandated the use of program language throughout the organization (all communication, meetings, evaluations, etc.)