

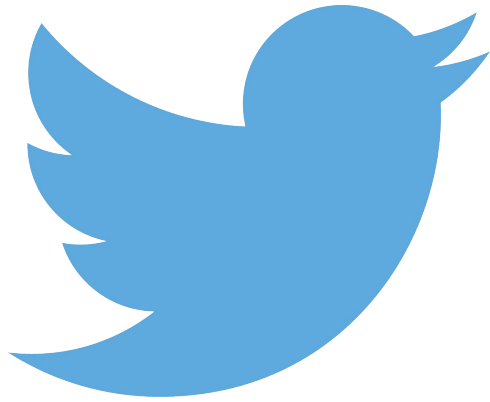
Building a High-Quality and Highly-Engaged Workforce

Who is this Troy guy?



- HR pro with expertise on implementing talent strategies with impact
- Experience in a diverse range of industries:
 - Tech
 - Banking
 - Mining
 - Staffing
 - International Sports
 - Leadership Development
- Coaches leaders in solving their current and next-generation challenges
- Coached a Dunk Team (For real though)

#Hashtag Love



#BridgeEngagedWF

The Competitive Edge

- Hire
- Retain
- Engage

Project Oxygen



Why People Leave

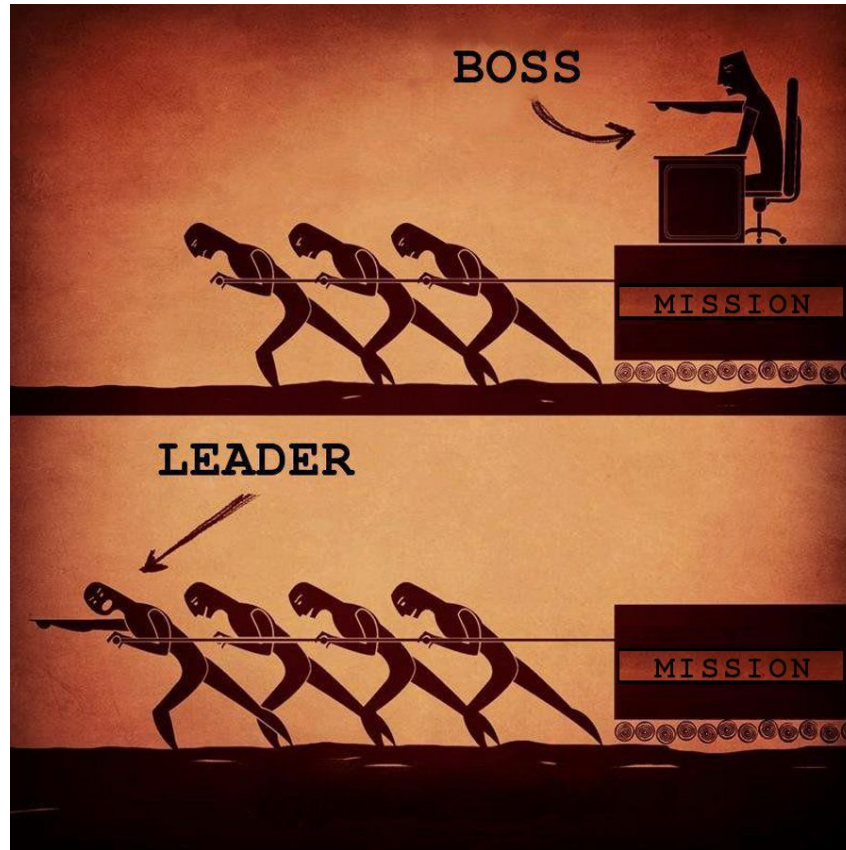
- **No connection to company mission**
- **Don't connect with coworkers**
- **They hate their boss**



Why People Leave

“Managers had a much greater impact on employees’ performance and how they felt about their job (engagement) than any other factor.”

How Do We Create Better Leaders?



Begin With the End in Mind



Listen to Your Workforce

- **“I’ve asked for feedback and have been told to keep doing what I’m doing. If my manager felt I was off track I think that he would address it promptly.”**
- **“I love our managers, a little more praise goes a long way though.”**
- **“I think my manager is a great manager... But would like more feedback from him.”**

Behold! LeadStrong is Born!



Module 1: Coaching

A promotional graphic for a coaching course. It features a dark blue background with a silhouette of a person standing on a cliff edge, reaching out to help another person who is climbing. The scene is set against a sunset sky with a bright sun low on the horizon. The text is white and blue, and there is a blue button with white text.

LEADSTRONG / COACHING

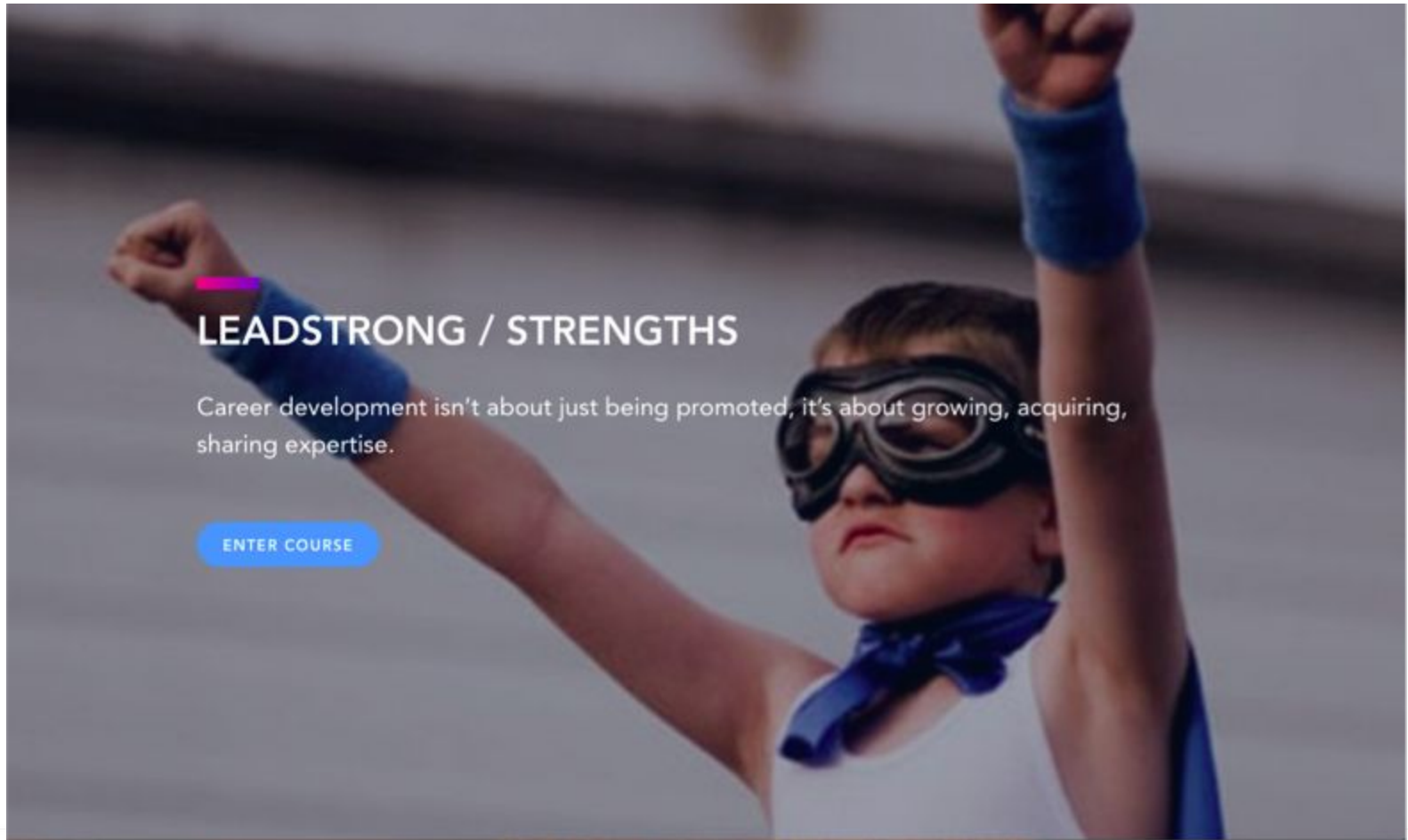
The purpose of this training is to understand the need to “reinvent” management - to build leaders at Instructure that can handle the demands of the next generation.

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Module 1: Coaching

- **Skill:** Providing reinforcing and re-directive feedback
- **Action:** Conducting effective 1x1s

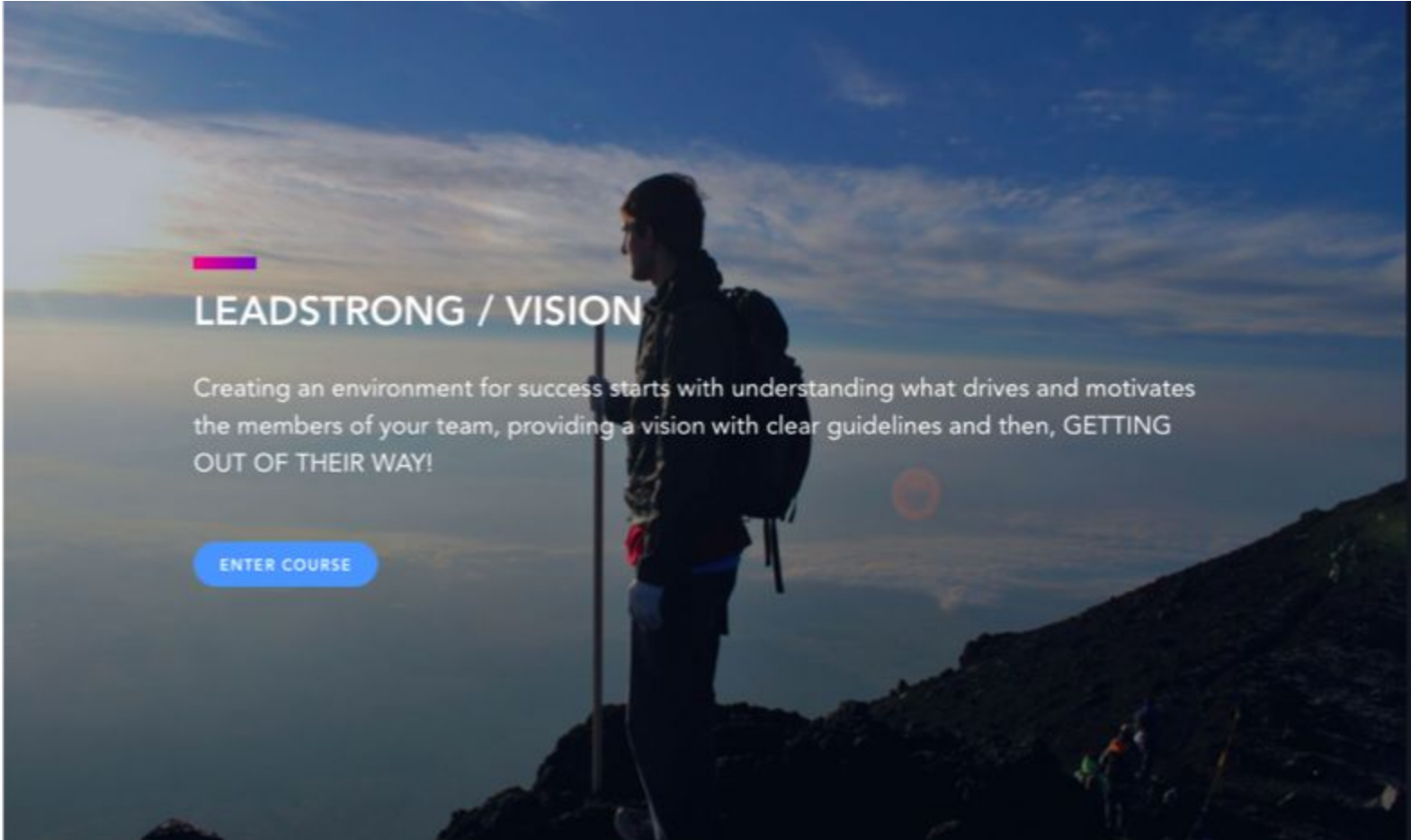
Module 2: Strengths



Module 2: Strengths

- **Skill:** Developing a growth mindset / create conditions for growth
- **Action:** Identify strengths in self and employees / action plan to develop employees based on strengths

Module 3: Vision



LEADSTRONG / VISION

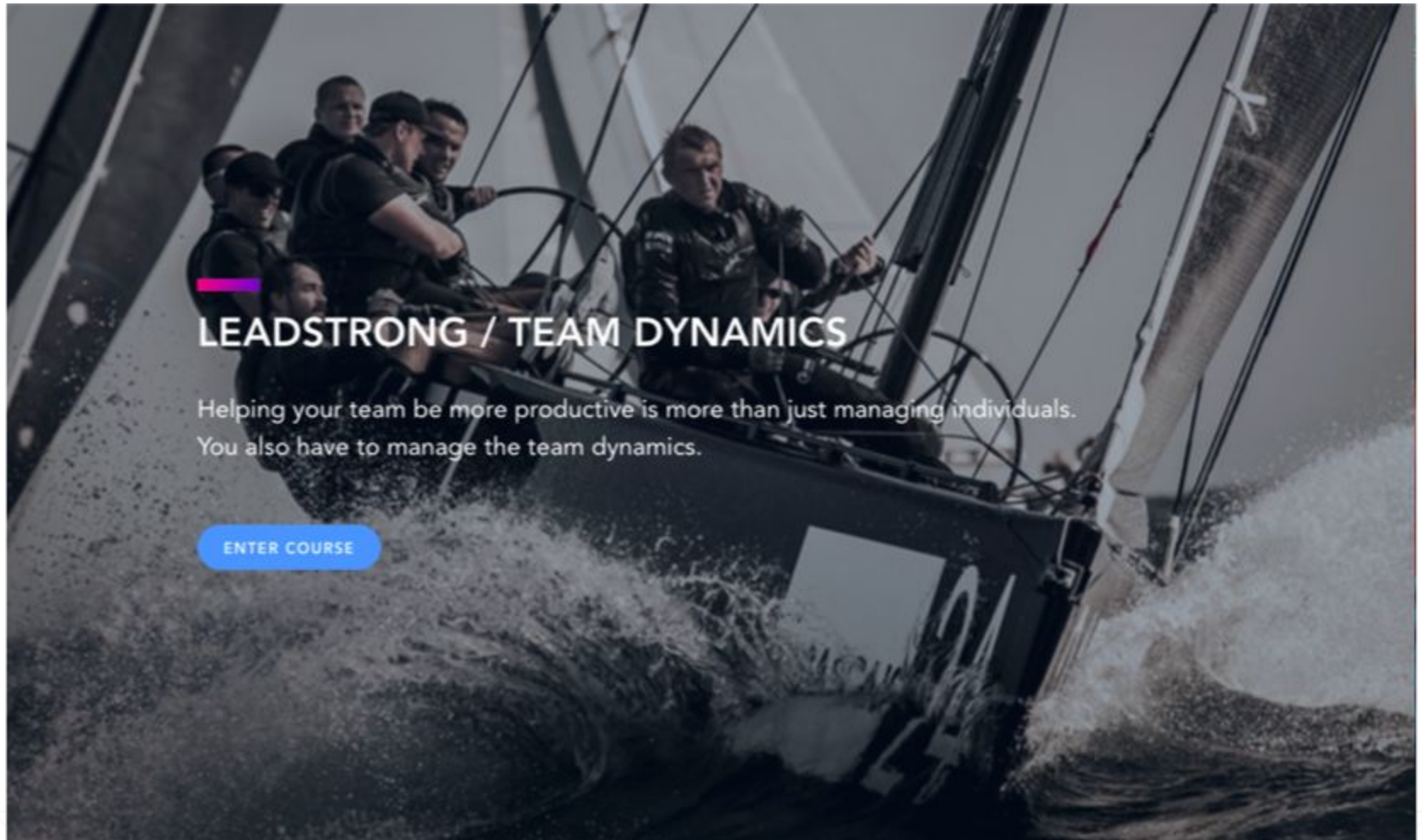
Creating an environment for success starts with understanding what drives and motivates the members of your team, providing a vision with clear guidelines and then, **GETTING OUT OF THEIR WAY!**

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Module 3: Vision

- **Skill:** Create clear vision for team
- **Skill:** Creating autonomy on team by providing clear boundaries and expectations
- **Action:** Provide clear OKRs that are measurable / using BetterWorks

Module 4: Team Dynamics



LEADSTRONG / TEAM DYNAMICS

Helping your team be more productive is more than just managing individuals. You also have to manage the team dynamics.

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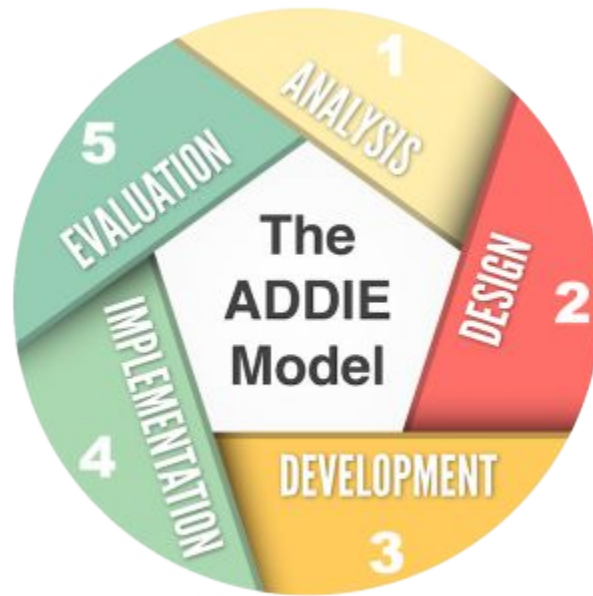
Module 4: Team Dynamics

- **Skill:** Effectively managing team dysfunctions
- **Skill:** Creating healthy dialogue while avoiding conflict
- **Action:** Identify results that your team will achieve and hold them accountable

So, Did It Work?



Training Never Stops



The Competitive Edge

To keep a competitive edge, you need a competitive workforce.

Training managers will help you get there.