CF TRAINING COURSES 2026 CATALOGUE

The ChangeFusion Training Courses Catalogue outlines our full portfolio of facilitated training offerings designed to build practical leadership and professional skills. Courses are organized by leadership development stage and tagged by core competencies and business focus areas, allowing organizations to select targeted training or design integrated learning pathways.

Offerings can be delivered as standalone sessions or combined into broader development programs, with all courses focused on real work application, skill practice, and measurable impact.

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Class	Leadership Development Stage	2nd Leadership stage	Competency 1	Competency 2	Competency 3	Business Focus 1	Business Focus 2	Duration (days)	Course Description	Course Learning Objectives
Activating Culture	Emerging Professionals		Developing Self-Mastery	Building Change Capability		Leadership & Strategy Alignment	Organizational Agility & Change Capability	1	Culture doesn't just live on posters or in leadership speeches—it comes to life through everyday actions and choices. This session helps employees connect personally to the organization's culture and understand how their behaviors influence the work environment. Participants will explore what the organization's culture looks like in action, reflect on how their own values align, and identify practical ways to contribute to a thriving culture every day. This session is customizable to reflect your organization's cultural language, values, and behavioral expectations. It can also be delivered as part of a broader series that starts with Shaping Culture and cascades through Supporting Culture into Activating Culture.	Define what culture is and why it matters in the workplace. Explore how organizational culture connects to personal values and behavior. Recognize ways to align with and reinforce the organization's cultural expectations. Identify simple, everyday actions that support a healthy and positive culture.
Adaptive Leader	Strategic Leadership	Foundational Leadership	Building Change Capability	Developing Self-Mastery	Leading Organizations & Teams	Organizational Agility & Change Capability	Operational Efficiency	2	Leaders know that leading in predictable times is a very different activity than leading during times of rapid change or prolonged uncertainty. While leaders must adapt their approach to every situation, times of disruption and uncertainty call for specific types of adaptation. The adaptive leader needs to guide his or her teams through the challenge of the new environment that is likely fraught with unknown challenges, uncertainties that have no easy answers, and no guarantee that things will "return to normal." This series of four half-day sessions will provide leaders with tools and techniques to successfully adapt to change and the environment around them.	Understand the mindset required for adaptive leadership Recognize personal habits that support or hinder adaptability Expand their capacity to navigate complexity and ambiguity Build practices that foster resilience, curiosity, and openness
Bring Your Best	Emerging Professionals		Developing Self-Mastery	Driving Results		Performance Improvement	Talent Engagement and Retention	2	This workshop helps participants identify and activate their strengths, values, and purpose. They'll work through individual and team activities to explore their personal professional brand and create actionable plans to bring their best to work every day.	Identify and articulate your unique strengths and values. Explore your best self and how to bring that to daily work. Create an actionable plan for applying your best self in teams. Strengthen resilience and adaptability in challenging situations.

Course								Hours	Description	Learning Objectives
Building Trust	Foundational Leadership	Strategic Leadership	Developing Self-Mastery	Leading Organizations & Teams	Communicating Effectively	Customer and Stakeholder Engagement	Talent Engagement and Retention	1	Trust is the foundation of effective teams, strong partnerships, and healthy organizations—and yet it can be easily eroded or taken for granted. This session helps participants understand what trust really looks like in action and how to build and sustain it, even in high-stakes or uncertain environments. Using a practical trust model, participants will explore the behaviors that strengthen (or weaken) trust and reflect on their own habits and tendencies. The session focuses on three core relationship directions: building trust with leaders and those up the hierarchy, across peers and stakeholders, and with new or evolving teams. Participants will assess where trust is strong, where it's at risk, and what practical steps they can take to improve it. This course is grounded in dialogue, self-awareness, and actionable tools—and can be customized to reflect your team or organization's unique dynamics.	Understand the key components that make up trust and why they matter. Reflect on your own trust-building habits and where they may break down. Learn practical ways to build and repair trust with leaders, peers, stakeholders, and new teams. Leave with a clear action plan to strengthen trust in all directions.
Coaching for Success	Foundational Leadership		Leading Organizations & Teams	Communicating Effectively	Driving Results	Performance Improvement	Talent Engagement and Retention	1.5	Coaching is a powerful way to lead others and effectively manage for performance and growth. Coaching for Success helps participants learn to coach, support, inspire, and challenge employees to their maximum potential. This highly interactive session emphasizes an understanding of the coaching process and builds tactical coaching skills. Participants experience and practice coaching real-time by watching demonstrating, engaging in peer coaching, and receiving real-time feedback from course facilitators. At the end of the course they walk forward armed with the latest skills and tools in coaching theory and application.	Learn foundational coaching skills and frameworks. Build confidence in using coaching conversations to develop others. Understand the role of coaching in driving performance and engagement. Practice coaching conversations with feedback and reflection.
Communication and Building Relationships	Emerging Professionals	Foundational Leadership	Building Collaborative Relationships	Communicating Effectively	Developing Self-Mastery	Team Collaboration	Performance Improvement	1.5	This session helps participants build stronger, more effective workplace relationships by deepening their communication skills and self-awareness. Through practical tools and guided reflection, participants explore what makes relationships thrive, how to navigate differences, and how to build trust and connection across a variety of contexts.	Identify the characteristics of strong professional relationships and assess their own relationship landscape. Apply tools like the Bradford Connection Model and Johari Window to build connection and deepen self-awareness. Strengthen communication across differences through listening, inquiry, and shared purpose. Build and repair trust through intentional actions and productive conversations.

Course								Duration	Description	Objectives
Conversations @ the Core	Foundational Leadership	Emerging Professionals	Communicating Effectively	Driving Results	Developing Self-Mastery	Performance Improvement	Talent Engagement and Retention	2	This workshop strengthens participants' ability to engage in essential workplace conversations that drive results and build trust. Participants explore practical communication strategies for navigating challenging topics with clarity and purpose.	Build confidence in having crucial conversations that matter. Learn to communicate directly while maintaining trust and respect. Use frameworks to handle tough conversations with colleagues or teams. Apply strategies to keep conversations focused on outcomes and relationships.
Creating Psychological Safety at Work	Foundational Leadership	Emerging Professionals	Leading Organizations & Teams	Communicating Effectively	Driving Results	Talent Engagement and Retention	Performance Improvement	1	Psychological safety is about creating an environment where people feel safe to contribute their ideas and concerns without fear. With more people working remotely or in a hybrid work model, ensuring their psychological safety helps team members adapt to new ways of working. It also builds trust and transparency, improves health and well-being, employee engagement, retention, productivity, and innovation. This one-day course will help leaders learn what they can do to manage their teams to increase belonging and inclusion, improve performance, and increase opportunities for growth. Participants will join in discussions about creating safety, and analyze the factors that undermine it. Participants will leave the session better equipped to improve the psychological safety of their teams, and with an action plan to help them take those first, critical steps.	Understand the concept of psychological safety and why it matters. Identify actions and behaviors that build or erode psychological safety. Practice strategies to foster open communication and trust. Develop a plan to create a safer, more engaged work environment.
Developing Emotional Intelligence	Emerging Professionals		Developing Self-Mastery	Communicating Effectively		Talent Engagement and Retention	Team Collaboration	1.5	Emotional intelligence (EI) is the foundation of effective leadership, communication, and collaboration. This interactive workshop helps participants understand what EI is, why it matters, and how to apply it to increase their impact at work and beyond. Participants take a comprehensive EI assessment and explore the core elements of emotional intelligence through hands-on activities, personal reflection, and peer discussion. The session culminates in the creation of an individual development plan to grow emotional agility, strengthen relationships, and lead with greater clarity and intention.	Define emotional intelligence and its relevance to leadership and performance Interpret the results of a comprehensive EI assessment to identify strengths and development areas Practice strategies for increasing self-awareness, emotional regulation, empathy, and interpersonal effectiveness Develop a focused action plan to apply emotional intelligence in their daily interactions

Program	Col2	Col3	Col4	Col5	Col6	Col7	Col8	Hrs	Description	Objectives
DiSC In Action: Enhancing Team Performance	Foundational Leadership		Leading Organizations & Teams	Building Collaborative Relationships	Driving Results	Performance Improvement	Team Collaboration	1.5	This interactive workshop is designed for intact teams and working groups who want to work better—together. The session explores three levels of development critical to team performance. First, participants build individual awareness by exploring their own DiSC style, communication preferences, and default responses under pressure. Next, they deepen their interpersonal adaptability, learning how to recognize and flex to others' styles in order to reduce friction, build trust, and collaborate more effectively. Finally, the group turns its focus to team insight and alignment, analyzing the team's overall DiSC composition and how it shapes communication, decision-making, and team culture. Participants will leave with a shared language, greater insight into team dynamics, and a concrete plan to enhance effectiveness, engagement, and cohesion.	Understand your personal DiSC style and its impact on how you work. Build awareness of other styles and how to adapt to them. Identify ways to reduce conflict and build trust within teams. Create a team action plan to boost performance and cohesion.
Effective Presentation Skills	Emerging Professionals	Foundational Leadership	Communicating Effectively	Developing Self-Mastery	Driving Results	Performance Improvement	Team Collaboration	1.5	Participants in this course will learn to create and deliver engaging presentations that communicate with impact. This session builds skills in structuring content, managing nerves, handling questions, and adapting to audience needs to drive results. Customization is available to target specific audiences (e.g., senior leadership, employee base, external stakeholders, etc.)	Develop clear, engaging, and impactful presentations. Build confidence in public speaking and delivery. Learn techniques to engage different audiences and respond to feedback. Practice and receive feedback to refine presentation style.
Emerging Leader	Emerging Professionals	Foundational Leadership	Leading Organizations & Teams	Communicating Effectively	Developing Self-Mastery	Performance Improvement	Team Collaboration	2	This program supports emerging professionals in building the foundational leadership skills they need to succeed. Participants will explore core principles of leading others, communicating effectively, and setting a personal leadership direction.	Understand the foundational expectations of a leader. Learn to communicate effectively and build team collaboration. Explore personal leadership styles and how to align them with organizational needs. Build confidence in your ability to lead and influence others.

Name								#	Description	Learning Objectives
Executive Presence	Strategic Leadership	Foundational Leadership	Developing Self-Mastery	Communicating Effectively	Building Collaborative Relationships	Leadership & Strategy Alignment	Talent Engagement and Retention	1	Executive presence isn't just about polish—it's about how you show up in high-stakes moments with clarity, confidence, and credibility. This session helps participants explore what executive presence really looks like in action and how it shapes perception, influence, and leadership effectiveness. Participants will reflect on how their presence currently lands with others, identify patterns and default habits, and learn strategies to project greater confidence and connection—especially under pressure. The session includes real-time practice, such as leading a conversation or running a meeting, with structured peer feedback and optional individual coaching. This course is designed to build self-awareness, increase intentionality, and support the development of a leadership presence that is both authentic and effective across different settings and audiences.	Define what executive presence is and why it matters in leadership and communication. Reflect on your personal presence and how it impacts others. Explore strategies to develop stronger presence—especially in high-stakes or visible moments. Practice demonstrating presence in a leadership scenario and receive peer feedback for growth.
Facilitation Skills	Emerging Professionals		Leading Organizations & Teams	Communicating Effectively	Developing Self-Mastery	Performance Improvement	Team Collaboration	2	The ability to facilitate meetings and working sessions through today's complex work challenges is an important skill for all employees. This two-day workshop will equip participants with key skills, tools, and techniques that effective facilitators use to guide productive meetings and enable better decisions, more efficiently. Through this workshop, participants will learn the various roles that facilitators play, and how to structure and set up meetings to achieve desired and effective outcomes, how to get full and inclusive participation that supports idea generation, how to support and manage divergent thinking and differences in meetings, how to create inclusive and collaborative decision making and narrowing of concepts, and how to identify typical facilitation landmines and ways to address and re-direct energy during the meeting.	Understand and apply core facilitation roles, tools, and best practices. Increase self-awareness and learn how to use "self" effectively in facilitation. Apply strategies to manage challenging behaviors and group dynamics. Use practical tools to design and facilitate engaging sessions. Practice applying techniques in both in-person and virtual contexts.
Focused Learning Sessions	Foundational Leadership	Strategic Leadership	Leading Organizations & Teams	Building Change Capability	Building Collaborative Relationships	Operational Efficiency	Talent Engagement and Retention		These 2-hour virtual sessions are designed to meet leaders where they are—offering timely, practical support for the challenges they're facing right now. Each session targets a specific skill or situation, providing tools, strategies, and space for reflection in a compact format. Whether navigating change, supporting retention, or managing day-to-day demands, these sessions help leaders take meaningful action without adding to the overload. Customization is available to align sessions with your team's specific needs, priorities, or organizational context.	Apply practical tools and strategies to address a relevant leadership challenge or opportunity Reflect on current habits, behaviors, or mindsets that impact their effectiveness Strengthen awareness of how leadership actions influence team engagement, performance, or outcomes Identify one or more focused actions to implement immediately in their day-to-day work Build confidence and clarity in navigating real-world leadership situations

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Program								#	Description	Outcomes
From Shift to Strategy	Foundational Leadership	Strategic Leadership	Thinking Strategically & Making Decisions	Driving Results	Leading Organizations & Teams	Operational Efficiency	Organizational Agility & Change Capability		When priorities shift, strong managers don't just react—they recalibrate. This session equips mid-level and senior leaders with a structured approach for turning evolving expectations into clear, actionable team direction. Using the Manager's Game Plan tool, participants will step back to assess what's changing, what now matters most, and how to lead their team forward. Through guided instruction, individual work, and peer conversation, they'll leave with greater clarity and a practical roadmap tailored to their current context.	Assess shifting priorities and clarify what matters most Translate evolving expectations into clear team direction Use the Manager's Game Plan to structure their response Create a practical plan to guide their team forward
Giving and Receiving Feedback	Emerging Professionals		Communicating Effectively	Developing Self-Mastery		Performance Improvement	Operational Efficiency	1	This program focuses on building the skills needed to give and receive feedback effectively in the workplace. Participants explore frameworks for giving high-impact feedback, managing defensive reactions, and navigating challenging conversations. They will leave with practical tools to create a feedback-rich culture.	Deliver feedback in a way that motivates and supports behavior change. Recognize and navigate defensive responses in feedback conversations. Apply practical frameworks for giving and receiving feedback. Navigate difficult conversations constructively. Build the habit of giving timely and impactful feedback.
Influencing Skills	Emerging Professionals	Foundational Leadership	Driving Results	Building Collaborative Relationships	Communicating Effectively	Team Collaboration	Customer and Stakeholder Engagement	1	This session helps participants develop the skills and mindset to influence effectively in any setting. Participants will learn how to build credibility, craft clear messages, and engage others in ways that foster buy-in and alignment. Using practical tools and strategies, they'll explore how to adapt their approach to different stakeholders and situations to drive results and build strong relationships.	Identify key elements of effective influence, including credibility, clarity, and connection. Learn practical tools for adapting your influencing style to different stakeholders and situations. Build skills for crafting compelling messages and engaging others in conversations that drive alignment. Create a personal action plan to apply influencing strategies in your work.
Leadership Development Program	Strategic Leadership	Foundational Leadership	Thinking Strategically & Making Decisions	Developing Self-Mastery	Leading Organizations & Teams	Leadership & Strategy Alignment	Organizational Agility & Change Capability	9	A comprehensive program designed to develop strategic leadership skills and mindsets. The program is customized to align with an organization's priorities, competency model and culture. Over several months, participants build the capabilities to navigate complexity, align teams, and drive organizational outcomes.	Strengthen your ability to lead yourself, including building self-awareness. Build skills to effectively lead others, fostering growth, alignment, and collaboration. Expand your capacity to lead organizations. Create a personal action plan to integrate these leadership practices into your daily work.

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Name	Col1	Col2	Col3	Col4	Col5	Col6	Col7	Duration	Description	Objectives
Leading Career Development	Foundational Leadership	Strategic Leadership	Leading Organizations & Teams	Driving Results		Talent Engagement and Retention	Performance Improvement	1	The best leaders don't just manage performance—they invest in people's potential. This session helps leaders understand how to support employee growth in ways that are honest, individualized, and aligned with business needs. Participants will explore what it looks like to be a leader who actively supports career development, including what to do (and what not to do), and how to build real momentum with their team. The session covers practical strategies—like identifying development pathways, offering feedback and stretch opportunities, connecting employees with mentors, and holding meaningful career conversations. Leaders will also learn how to navigate common employee profiles, including steady contributors, eager-to-grow team members, and those looking to make a significant shift. By the end, participants will be equipped to have more transparent, future-focused conversations and walk away with an action plan for beginning or deepening development discussions with their team.	Understand the leader's role in supporting employee career development. Learn how to recognize different employee growth profiles and tailor your approach. Explore practical strategies to invest in employee growth—even when it means letting them move on. Build skills and confidence to hold honest career conversations and create a development action plan for your team.
Leading Group Dynamics	Foundational Leadership	Strategic Leadership	Building Collaborative Relationships	Leading Organizations & Teams	Communicating Effectively	Team Collaboration	Organizational Agility & Change Capability	1.5	High-functioning groups don't just happen—they are shaped by leaders who know how to read what's happening in the room and shift the dynamics with intention. This 1.5-day session helps participants strengthen their ability to observe, interpret, and influence group behavior in real time, especially when energy dips, tensions rise, or participation stalls. Participants will build awareness of their own habits and triggers when engaging in group settings and explore the subtle but powerful dynamics that shape how groups behave—from covert power structures and unspoken alliances to emotional undercurrents and resistance. They'll leave with concrete strategies for helping groups gain focus, navigate disagreement, and move toward shared outcomes—whether they're leading or participating.	Develop awareness of key group behaviors and dynamics. Learn tools for shifting energy and balancing power in groups. Practice diagnosing and adjusting group processes in real time. Strengthen your capacity to lead groups toward shared outcomes.

Leading Strategic Initiatives	Strategic Leadership	Foundational Leadership	Thinking Strategically & Making Decisions	Building Change Capability	Leading Organizations & Teams	Leadership & Strategy Alignment	Organizational Agility & Change Capability	1.5	Leaders are often asked to drive complex, high-stakes initiatives that span functions, departments, or stakeholder groups. This 1.5-day session equips participants with a practical, field-tested approach to launching and guiding strategic efforts from vision through execution. This is not a project management course—it's about the strategic and relational side of leading initiatives. Participants will learn how to clarify initiative purpose, define a "from–to" vision, build a compelling strategic narrative, engage stakeholders with intention, and establish a rhythm for tracking progress and outcomes. Whether leading a formal initiative or championing a cross-functional effort, participants will leave with frameworks and tactics to help them navigate ambiguity, align contributors, and deliver results that matter.	Clarify the vision and purpose of strategic initiatives. Engage stakeholders and build momentum for change. Navigate resistance and ambiguity with practical frameworks. Develop tools to track progress and sustain alignment.
Leading through Uncertainty & Change	Strategic Leadership	Foundational Leadership	Developing Self-Mastery	Driving Results		Performance Improvement	Talent Engagement and Retention	1	Change and uncertainty are constant—and how leaders show up in those moments can either stabilize or destabilize their teams. This session helps leaders build the mindset and skills to navigate ambiguity with focus, clarity, and presence. Participants will explore the personal impact of uncertainty and how to manage their own reactions before leading others. They'll learn strategies to create direction when the path isn't clear, communicate with transparency, and support their teams emotionally and practically through change. The session includes frameworks for managing ambiguity, building resilience, and reinforcing trust during times of disruption. This session can be customized to reflect specific organizational changes, team dynamics, or industry context.	Build resilience and confidence when leading in uncertain conditions. Support teams through the human side of change. Communicate effectively to maintain trust and direction. Develop practical strategies for navigating ambiguity.

Leading when Trust is Broken	Strategic Leadership		Leading Organizations & Teams	Building Collaborative Relationships		Talent Engagement and Retention			When trust is broken—whether through missteps, silence, or sustained disconnects—leaders must step forward with clarity, humility, and intention. This 90-minute session supports senior leadership teams facing moments when employee confidence has faltered and repair is needed. Through guided facilitation and peer dialogue, participants will build a shared understanding of what contributed to the loss of trust and explore options for re-engaging their teams. The session introduces a simple framework to help leaders acknowledge what's happened, respond with transparency, and co-create a path forward. Designed for honest conversation and immediate action, this session balances accountability with hope—and equips leaders to lead with integrity through hard moments.	Identify key factors that contributed to a loss of trust Apply a framework for acknowledging and addressing harm Explore options for re-engaging teams with honesty and care Commit to actions that support trust repair and forward momentum
Leading with Emotional Intelligence	Foundational Leadership	Emerging Professionals	Developing Self-Mastery	Communicating Effectively	Building Collaborative Relationships	Performance Improvement	Talent Engagement and Retention	2	This interactive workshop explores how emotional intelligence enhances leadership effectiveness. Participants learn to recognize their emotional patterns and develop the skills to build stronger connections and lead with authenticity.	Understand the link between emotional intelligence and effective leadership. Increase self-awareness and regulate emotional triggers. Build empathetic and authentic relationships with team members. Apply EI practices to enhance your leadership presence and impact.
MBTI In Action: Enhancing Team Performance	Foundational Leadership		Leading Organizations & Teams	Building Collaborative Relationships	Driving Results	Performance Improvement	Team Collaboration	1.5	This 1.5-day interactive workshop is designed for teams and working groups who want to strengthen collaboration and communication by understanding personality differences through the Myers-Briggs Type Indicator (MBTI). The session helps participants build individual self-awareness, deepen interpersonal flexibility, and improve overall team alignment. Participants will begin by exploring their MBTI type and what it reveals about their preferences for communication, decision-making, and working with others. They'll then develop strategies to bridge differences and avoid misunderstandings. The course culminates in a team-level view—analyzing how the group's type distribution affects team dynamics, culture, and performance.	Learn how MBTI preferences influence work styles and team roles. Build self-awareness and interpersonal flexibility. Identify potential misunderstandings and how to bridge differences. Develop an action plan for team effectiveness.

Program	Col2	Col3	Col4	Col5	Col6	Col7	Col8	Hrs	Description	Learning Objectives
Navigating Conflict	Foundational Leadership	Emerging Professionals	Building Collaborative Relationships	Communicating Effectively	Developing Self-Mastery	Team Collaboration	Operational Efficiency	1.5	This session helps participants build essential skills for navigating conflict productively and turning differences into opportunities for growth. Using the Thomas-Kilmann Conflict Mode Instrument (TKI) assessment as a foundation, participants will explore their default conflict styles and learn to adapt their approach to meet the needs of different situations. They'll develop practical strategies for managing challenging conversations and fostering constructive dialogue, strengthening collaboration and trust in their teams.	Understand personal conflict styles using the TKI assessment and recognize their impact. Build skills for choosing the right conflict approach in different situations. Learn practical tools for managing conflict and fostering constructive dialogue. Create a personal action plan to apply conflict management strategies in daily work.
Navigating Organizational Politics	Strategic Leadership	Foundational Leadership	Developing Self-Mastery	Driving Results	Building Collaborative Relationships	Leadership & Strategy Alignment	Performance Improvement	1	Organizational politics often carry a negative reputation—but in reality, politics are simply the informal systems of influence that shape how decisions get made and work gets done. This session helps participants reframe their understanding of politics and build the skill to navigate them with integrity, intention, and greater impact. Participants will explore their own political orientation and default tendencies—whether they avoid politics, over-rely on personal influence, or engage strategically. The session includes a self-reflection assessment to help uncover individual patterns and blind spots, along with real-world strategies for reading power dynamics, building credibility, and exercising influence in a values-aligned way. The goal isn't to become "political," but to become more aware, skillful, and effective in navigating the realities of organizational life.	Reframe organizational politics as a natural and necessary part of how influence works. Identify your personal approach to politics and how it affects your credibility and impact. Learn strategies to build political awareness, strengthen your network, and navigate power dynamics. Develop a more intentional, values-aligned approach to influence within your organization.
Navigating Uncertainty & Change	Emerging Professionals		Building Change Capability	Leading Organizations & Teams	Driving Results	Organizational Agility & Change Capability	Performance Improvement	1	This session equips participants with practical tools and strategies to navigate periods of change and uncertainty with greater confidence and resilience. Participants will explore common reactions to change, identify personal strategies to stay focused and productive, and develop an action plan for moving forward effectively—even in the midst of ambiguity.	Understand typical reactions to change and how to respond productively. Identify personal strategies to stay grounded and adaptable during uncertainty. Practice tools for managing personal stress and building resilience. Develop an action plan to apply new strategies to real-world change situations.

Course	Audience 1	Audience 2	Capability 1	Capability 2	Capability 3	Focus Area 1	Focus Area 2	Days	Description	Learning Outcomes
Performance Management In Action	Foundational Leadership	**Performance Management In Action (look at Conversations C21at the Core)**	Leading Organizations & Teams	Driving Results		Performance Improvement	Talent Engagement and Retention	1.5	Managing performance is one of the most critical—and often most overlooked—responsibilities of a leader. This course gives leaders the practical tools and mindset needed to manage performance with clarity, consistency, and fairness. Participants will explore the full performance management cycle, from setting clear goals to delivering ongoing feedback and navigating tough conversations. The session includes guidance on handling performance issues, writing effective evaluations, and conducting mid-year and year-end reviews. Content can be delivered using a core model or fully customized to reflect your organization's performance process and language.	Understand the full performance management cycle and how to guide employees through it. Learn how to set clear, measurable, and motivating goals. Practice giving feedback that drives improvement and builds trust. Gain tools for addressing performance challenges early and effectively. Build skill and confidence in writing and delivering performance reviews.
Personal Well Being & Resilience	Emerging Professionals	Foundational Leadership	Developing Self-Mastery	Building Change Capability		Talent Engagement and Retention	Organizational Agility & Change Capability	1	Personal resilience and well-being aren't just nice-to-haves—they're essential for navigating the demands of work and life. This course helps participants take stock of their current resilience using a self-assessment tool and introduces a practical model for strengthening resilience over time. Participants will explore core components of well-being, identify personal stress triggers, and learn simple, sustainable strategies to manage stress, recharge energy, and maintain focus. The course is grounded in reflection, dialogue, and science-backed practices that support both immediate relief and long-term resilience. This course can be delivered as a full-day session or broken into a series of 90-minute modules offered over 6 to 12 weeks, depending on client needs.	Understand the key factors that support personal resilience and overall well-being. Assess your current resilience using a self-reflection tool and identify areas for growth. Learn practical strategies to manage stress and maintain energy and focus. Create a personal plan to build resilience and support sustainable well-being.
Providing Performance Feedback	Foundational Leadership	Emerging Professionals	Driving Results	Leading Organizations & Teams	Communicating Effectively	Performance Improvement	Talent Engagement and Retention	1	This session focuses on equipping leaders with the skills to give feedback that drives performance and supports employee growth. Participants will learn how to approach feedback conversations with clarity and confidence, using proven frameworks to foster accountability and build strong working relationships with their direct reports.	Use effective frameworks to structure and deliver performance feedback to team members. Recognize and manage defensive reactions in feedback conversations. Build a habit of providing timely, actionable feedback that supports employee growth. Align feedback with performance goals and organizational expectations.
QuickStart for Managers	Foundational Leadership		Leading Organizations & Teams	Driving Results	Developing Self-Mastery	Performance Improvement	Talent Engagement and Retention	4	The QuickStart for Managers program is run over several weeks and equips managers with practical skills to motivate, develop, and hold their teams accountable. Through bite-sized virtual modules and real-world application, managers learn how to unlock their team's full potential and drive performance.	Understand and apply core management practices to achieve results. Learn strategies for motivating and engaging employees. Build confidence in giving feedback and navigating conflict. Develop a personal plan to lead and support high-performing teams.

Scenario Planning	Foundational Leadership	Emerging Professionals	Thinking Strategically & Making Decisions	Building Change Capability	Leading Organizations & Teams	Organizational Agility & Change Capability	Team Collaboration	1	In times of uncertainty, scenario planning helps leaders and teams move from reactive to ready. This session introduces a practical framework for anticipating change, exploring multiple futures, and adapting plans in response to shifting priorities, resources, or external pressures. Participants will apply scenario planning directly to their own team, function, or process—identifying critical uncertainties, surfacing risks and opportunities, and outlining flexible responses. The course reinforces key mindsets for agility, including focusing on what you can control (Circle of Influence) and adopting a growth mindset. By the end of the session, participants will leave with a tailored action plan to guide future planning and help their team stay focused, adaptable, and prepared.	Understand the purpose and value of scenario planning in navigating uncertainty. Learn how to identify key drivers of change and develop multiple plausible scenarios. Apply scenario thinking to a real team, function, or process to uncover risks and opportunities. Create a practical, future-ready action plan to guide ongoing planning and adaptability.
Shaping Culture	Strategic Leadership		Thinking Strategically & Making Decisions	Building Change Capability	Leading Organizations & Teams	Leadership & Strategy Alignment	Organizational Agility & Change Capability	1	Culture is the fuel for organizational success—and senior leaders are the ones holding the match. This session helps leaders define the culture needed to deliver on strategy and shape it with intention. Participants explore how culture is created and reinforced through assumptions, behaviors, systems, and symbols. They will examine their current culture, identify what needs to shift, and walk away with a roadmap to begin shaping the culture they want to lead. This session can be customized to incorporate your organization's unique context, values, and strategic priorities. It can also be bundled with Supporting Culture and Activating Culture to cascade your cultural vision across all levels of the organization.	Understand how culture is formed, reinforced, and embedded over time. Define the cultural shifts needed to support strategic success. Identify assumptions, symbols, and systems that reinforce (or erode) desired culture. Create an action plan to begin shaping culture through leadership practices and decisions.

Strategic Thinking	Foundational Leadership	Strategic Leadership	Thinking Strategically & Making Decisions	Developing Self-Mastery	Driving Results	Organizational Agility & Change Capability	Leadership & Strategy Alignment	1	Strategic thinking is about more than big ideas—it's about consistently seeing beyond the day-to-day to make smarter, long-term decisions. This session helps participants build the mindset and muscle for thinking strategically, even when the pace of work pulls them into the weeds. Through a mix of concepts, discussion, and applied activities, participants will explore what strategic thinking really is and what conditions make it possible. Key frameworks include the "balcony vs. field of action" view, systems thinking, and the habits that support long-range perspective and creative problem-solving. The session also includes guided reflection on current challenges and group-based thinking exercises to stretch beyond default approaches. Participants will leave with a clearer understanding of their strategic thinking strengths, where they get stuck, and how to bring a more strategic lens to their work and decisions.	Define what strategic thinking is—and what it looks like in daily work. Explore the conditions that support or hinder the ability to think strategically. Apply key frameworks such as systems thinking and the balcony/field of action model. Develop practical strategies to cultivate strategic thinking in yourself and others.
Strategic Thinking & Planning	Strategic Leadership	Foundational Leadership	Thinking Strategically & Making Decisions	Building Change Capability	Leading Organizations & Teams	Leadership & Strategy Alignment	Organizational Agility & Change Capability	1.5	Strategic leadership is more than executing projects—it's about envisioning the future, making deliberate choices, and ensuring alignment between people, priorities, and the broader operating environment. This two-day session helps participants build the mindset and capabilities needed to think and plan strategically in dynamic and uncertain conditions. Through experiential activities and real-world tools, participants will explore key distinctions between strategic thinking and strategic planning, learn to move between the balcony and the field of action, apply systems thinking, and use a practical canvas for strategic planning. The course also includes a spotlight on organizational culture and how it shapes—and is shaped by—strategy.	Distinguish between strategic thinking and strategic planning. Use systems thinking to see broader challenges and opportunities. Apply the Strategy Canvas™ tool to create actionable, future-focused plans. Strengthen alignment between people, priorities, and culture.

Program	Col1	Col2	Col3	Col4	Col5	Col6	Col7	Days	Description	Objectives
Supporting Culture	Foundational Leadership		Building Change Capability	Leading Organizations & Teams	Communicating Effectively	Leadership & Strategy Alignment	Organizational Agility & Change Capability	1	Mid-level leaders play a critical role in translating and reinforcing culture day to day. This session helps participants understand the organization's defined culture and their responsibility in supporting it. Leaders will learn to spot both visible and hidden signals of culture, assess how their own actions and systems align with cultural goals, and develop practical strategies to reinforce desired norms in their teams and across peer networks. This session can be tailored to include your organization's defined cultural pillars and language. It also works seamlessly as part of a larger cultural journey—following Shaping Culture and preceding Activating Culture.	Understand how to interpret and support the organization's defined culture. Recognize how mid-level leadership behavior and team processes reinforce culture. Assess your team's alignment with cultural expectations. Identify specific actions to model and support culture within your sphere of influence.
The Change Leader	Strategic Leadership		Building Change Capability	Thinking Strategically & Making Decisions	Fostering Innovation	Organizational Agility & Change Capability	Leadership & Strategy Alignment	2	This workshop provides leaders with a fresh perspective on driving change through emergent approaches. Participants learn the six Change Dials™ and apply them to real-world change cases to build momentum and resilience.	Understand how to assess and accelerate change with the Change Dials™. Build strategies to navigate resistance and foster commitment. Apply tools to lead change in complex environments. Explore your role as a change leader and create a personal action plan.
The Collaborative Leader	Foundational Leadership	Strategic Leadership	Building Collaborative Relationships	Leading Organizations & Teams	Driving Results	Team Collaboration	Customer and Stakeholder Engagement	1.5	This program focuses on building collaborative leadership skills to foster stronger partnerships, shared accountability, and team alignment. Participants will explore ChangeFusion's Collaboration Model — built on shared power, shared goals, and mutual trust and respect. Through mapping existing stakeholders and applying the model, participants will develop tools to navigate differences, build alignment, and achieve shared goals in complex environments.	Understand the key principles of collaborative leadership. Build skills for fostering shared power, shared goals, and mutual trust and respect. Learn practical tools for stakeholder mapping and navigating differences to build alignment. Strengthen your ability to lead in complex, stakeholder-rich environments.
TI 360: Enhancing Team Performance	Foundational Leadership		Leading Organizations & Teams	Building Collaborative Relationships	Driving Results	Performance Improvement	Team Collaboration	1.5	During this session, participants will deep dive in to the elements that contribute to optimal team performance. Participants will walk away with a better understanding of what their role as managers is in developing and supporting high performance in their employees. Participants will conduct a comprehensive analysis of their team through an online 360 and work with peers on analyzing and making recommendations to improve the conditions. An experiential team simulation brings the learning to life. They will leave this intense two-day session with an action plan for increasing their team's performance.	Assess team effectiveness in key areas of performance and collaboration. Understand feedback from multiple perspectives and identify development priorities. Learn strategies to address gaps and build a high-performing team culture. Develop a team action plan based on data and stakeholder insights.

Conflict Series: Introduction to Conflict	Emerging Professionals	Foundational Leadership	Developing Self-Mastery	Communicating Effectively	Building Collaborative Relationships	Performance Improvement	Talent Engagement and Retention	1*	Conflict is a natural part of organizational life, and when handled well, it becomes a source of clarity and collaboration. This session builds a foundational understanding of what conflict is, why it happens, and how to approach it with intention. Participants explore the difference between productive and unproductive conflict, examine common triggers, and learn a simple framework to respond more constructively.	Describe the nature and purpose of conflict at work. Recognize early signs and common triggers of conflict. Use a basic framework to prepare for and approach conflict constructively.
Conflict Series: Recognizing & Understanding Conflict Styles	Emerging Professionals	Foundational Leadership	Developing Self-Mastery	Communicating Effectively	Building Collaborative Relationships	Performance Improvement	Talent Engagement and Retention	1.5*	People approach conflict in different ways, and these differences can either increase tension or create clarity. This session introduces the Thomas-Kilmann Instrument (TKI) conflict modes and helps participants understand how each mode shows up in workplace interactions. Through reflection and discussion, participants identify their own preferred modes and learn when and how to flex their approach to improve collaboration and outcomes.	Describe the five TKI conflict modes and the core drivers behind each. Recognize their own preferred conflict mode and how it influences behavior. Adjust their approach to use the most effective mode for a given situation.
Conflict Series: Difficult Conversations	Emerging Professionals	Foundational Leadership	Communicating Effectively	Developing Self-Mastery	Building Collaborative Relationships	Performance Improvement	Talent Engagement and Retention	1*	High stakes and strong emotions can make conversations difficult. This session provides tools to structure tough discussions, reduce defensiveness, and communicate with clarity. Participants learn how to separate intention from impact, surface underlying concerns, and stay grounded when conversations get tense.	Recognize what makes conversations difficult and where breakdowns occur. Use a structured model to prepare for and hold a difficult conversation. Apply communication strategies that reduce defensiveness and increase clarity.
Conflict Series: Embedding Conflict Resilient Practices	Foundational Leadership	Strategic Leadership	Leading Organizations & Teams	Driving Results	Building Collaborative Relationships	Team Collaboration	Performance Improvement	1.5*	Creating a conflict resilient environment requires shared habits that support transparency and healthy dialogue. This session helps participants identify team practices that reduce escalation, encourage early issue surfacing, and strengthen trust. They learn simple routines that can be embedded into day to day work.	Describe the behaviors and norms that support conflict resilience. Apply practices that promote constructive dialogue and early issue resolution. Integrate conflict resilient routines into team workflows.
Conflict Series: Conflict-Resilient Colleague	Emerging Professionals	Foundational Leadership	Developing Self-Mastery	Communicating Effectively	Building Collaborative Relationships	Performance Improvement	Talent Engagement and Retention	1*	Being a conflict resilient colleague means managing yourself skillfully under pressure and showing up in ways that invite collaboration. This session focuses on understanding personal triggers, practicing emotional regulation, and using behaviors that strengthen relationships even when situations feel tense.	Identify personal conflict triggers and common reactive patterns. Use emotional self management strategies to stay grounded during conflict. Demonstrate behaviors that support a constructive and collaborative environment.