



Definition of flow: “to move, come, or go continuously in one direction”

5 PRINCIPLES OF FLOW

Our unique FLOW approach is infused throughout all of our offerings to give you and your team a fully integrated and life-changing experience. We follow five principles that keep us on track.

HOLISTIC	FOCUS ON THE WHOLE EXPERIENCE
HUMAN	MAKE EVERY HUMAN CONNECTION COUNT
CREATIVE	SHARE NEW & FRESH PERSPECTIVES
COLLABORATIVE	ALWAYS DO THINGS TOGETHER
SIMPLE	MAKE IT NATURAL & EASY

ABOUT SPARK CREATIONS & COMPANY INC.

IGNITING CULTURES. CREATING PURPOSE.

SPARK Creations & Company Inc. is a training and development organization that inspires people and companies to create meaningful cultures and workplaces. We use a unique FLOW approach through all of our product offerings to focus on the whole experience using new and fresh perspectives in a collaborative way whilst keeping it simple and clear.

Our team of creative, committed and progressive trainers, facilitators, and certified executive and leadership coaches have 75+ years combined corporate training experience in strategic culture visioning, leadership development, team building and communications, executive and leadership coaching, people and culture program development (human resources), flow (lean and process) management, employer branding and marketing, and project management.

Ready to ignite your culture and create purpose? Connect with us today!

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ESSENCE LEADERSHIP™

CULTURE LEARNING: INSPIRING PURPOSE AND HUMAN CONNECTION

AN ADAPTIVE PROCESS DEVELOPING THE CAPACITY AND CAPABILITY OF THE INDIVIDUAL

As is often the case, it's not only a matter of what we say, it's how we say it. At this stage of the process, we are translating what we learned in Culture Design and integrating at the individual level to co-create capacity across and throughout the organization.

A few Culture Learning training experiences we will co-create with you:

- Essence Leadership™: Becoming a Conscious and Purpose-Driven Leader (Standard & Customized Training Programs)
- Team Communication™: Inspire Trust, Collaboration and Creativity (Standard & Customized Training Programs)
- Flow Management™: Aligning People, Product, and Process (Standard & Customized Training Programs)
- Culture Leadership™: Creating Human Centered Cultures (Standard & Train the Trainer Program)
- Executive / Leadership Coaching and Development (1:1, Group Masterminding, 360 Leadership Reviews, Leadership Retreats)
- Culture Conversations (Lunch & Learns, 30 Day Learning Bootcamps, Team Retreats)
- Team Assessments: Emergenetics (Brain Science & Behaviors), StrengthsFinder & StandOut (Strengths), and Emotional Intelligence (EQi)

In today's market, the traditional leadership competencies are no longer enough to build high performing and highly engaged teams. Companies are becoming more aware that the 'whole' leader, an individual who is equally balanced and strong in their internal (personal) and external (professional) skills, are a necessity to thrive and lead in fast paced, constantly evolving and rapidly growing technology driven environments.

Considering 87% of the workforce (Gallup 2015) are unhappy and looking for new jobs, it is crucial that leaders understand their role and responsibility to bring more meaning and human connection to their organizations. Building trust, empowering their team members and inspiring action are key to leading from their heart...from their essence.

This training program will focus on three Essence Leadership™ dimensions: ME (self), YOU (team), and WE (business).

ESSENCE LEADERSHIP™: BECOMING A CONSCIOUS AND PURPOSE-DRIVEN LEADER

Module 1 – All About ME

This module creates a deeper and thorough self-discovery experience focused on the individual's personal core values, leadership purpose, strengths and areas of growth, personal energy management, and leadership guiding principles.



ESSENCE LEADERSHIP™

Module 2 – All About YOU

This module is about developing leaders who are compassionate and have the burning desire to build trusting and empowering relationships with others. These individuals learn the basic principles of authentic leadership and what it takes to foster lasting human connections.

Module 3 – All About WE

This module is about developing leaders who understand that doing things together creates more. The individuals will experience first hand what it takes to be a true culture creator and a modern change maker in today's digital age by holding each other accountable and inspiring everyone around them to reach their greatest potential.

The following is a guideline and sample course topics. These are customizable to support the core values, purpose and culture of the team and organization. The training experiences each last between 90 minutes to 2 hours and can be taken over a weekly, bi-weekly or monthly period. All classes include pre- and post-work assignments to help individuals integrate the learning into their day to day.

KEY LEARNING OUTCOMES

- Rediscover your core and define a comprehensive leadership profile
- Develop practical personal and energy management strategies to keep you in your ultimate state of flow
- Define a creative and sustainable development plan to conquer limiting blocks
- Strengthen your confidence and ability to be a courageous and influential communicator
- Invigorate more authentic and meaningful relationships and connections
- Build upon natural leadership skills to develop and grow team and future leaders
- Become a change maker that inspires creative leadership and innovation
- Empower you to be a highly collaborate and inspiring leader

PROGRAM SCHEDULE

Module 1 – All About ME

Training Experience 1 – Leadership Foundation
Training Experience 2 – Rediscover Your Core Values
Training Experience 3 – Start With Your Why
Training Experience 4 – Finding Your Ultimate State of Flow

Module 2 – All About YOU

Training Experience 5 – Building Trust
Training Experience 6 – Increase Engagement Through Coaching Conversations
Training Experience 7 – Performance Feedback and Courageous Conversations
Training Experience 8 – Celebrating Your Team Through Recognition

Module 3 – All About WE

Training Experience 9 – Conflict Management: Managing Differences
Training Experience 10 – Training and Developing for Team Excellence
Training Experience 11 – Creating Team Flow
Training Experience 12 – Leading Change

*Detailed outline with learning objectives is available upon request.

To learn more, contact connect@startyourspark.com or call 604.760.5648.

