

Workshops offered :

1. The Superwoman Syndrome ... How to maintain balance

Feeling exhausted, stressed-out, out of time, overwhelmed by commitments ... ?

These are some of the challenges that many women with fast-paced, demanding lifestyles face. Many women are juggling several tasks and roles at the same time, struggling to hold it all together : their professional, family and personal life.

This workshop discusses practical ways to identify and act upon these challenges before they take over your life and possibly trigger : distress, sickness, burn-out, depression ...

- Harmonize and balance your time and energy for what you truly value
- Prioritize personal and professional responsibilities
- Set realistic expectations
- Identify your energy drainers and time wasters
- Find more satisfaction and pleasure in your life
- Take time for your life

Get in tune with yourself !

2. Communicating, empowering and resolving conflicts in the workplace

We communicate daily, yet the need to be more skilled at communicating is fast becoming a necessity. The empowerment of staff members relies on the means used to prevent and resolve conflicts in the workplace. This workshop will teach you how to reduce energy drain, how to react less and relate more, how to value staff members, how to make your interventions more efficient and influential and, finally, how to ensure greater consistency and adherence to the rules and values you wish to convey.

Objectives:

- Better understanding your needs and values and expressing them effectively.
- Determining your boundaries and setting limits.
- A better comprehension of the other's needs (co-workers, children and parents).
- Giving and receiving feedback ... When, how and what to say?
- Transforming attitudes and behaviours (educator's, children, parents, yourself ...)

3. Go for excellence ... How to progress as a team

This workshop is designed to help employees cope with changes that have taken place at their worksite, to offer support for their adjustment to the new reality, and to provide techniques for igniting motivation and commitment to themselves as well as to the team.

Objectives:

- Learn about the impact of workplace change
- Identify the phases that employees experience during these changes
- Learn strategies for adjusting to the "new" work environment and minimizing disruptions associated with change
- Describe the four phases of team building
- Identify strategies of a healthy work environment.
- Identify the difference between "loyalty" and "commitment"
- Build skill sets for recommitting to your job while honouring your principles

Upon Completion of this training session, participants will be able to:

- Identify their preferred style of dealing with conflict.
- Employ proven conflict resolution skills.
- Experience increased self-confidence when resolving problems with others.

4. Intergenerational Diversity: A reality in today's workforce

Perspective

Four distinct generations are now at work in the labour market. This reality presents new and different challenges for managers leading and motivating inter-generational teams. Notable differences between generations require specifically adjusted supervisory strategies: One size does not fit all. Key challenges are retention, training, responsibility, loyalty, minimizing conflict and misunderstanding, increasing creativity and innovation.

Key Takeaways

Identify how generational identities translate into different behaviors in the work environment and learn the collaborative behaviors required to be an effective team leader looking to enhance team and organizational dynamics. Tailor management strategies to enhance understanding and motivation, reduce conflict and minimize the impact of poor employee retention.

Who should attend

Leaders, supervisors, professionals and any staff member who leads and/or works in intergenerational teams.

Program Content

- Recognize and understand the costs associated with employee motivation and retention issues with younger generations
- Identify and understand the key characteristics and needs of the four generational identities
- Understand the advantages of having multiple generations on a team
- Understand how different identities and needs translate in the workplace and how to dispel biases and myths
- Learn new strategies to enhance team performance by leveraging the strengths of each generation
- Acquire new skills to motivate and lead each group and reduce inter-generational conflict

5. Self-esteem, a passport for life

Outcomes

This session is intended for educators who are looking to acquire appropriate attitudes and methods to help children acknowledge their personal value and guide them towards the development of their self-esteem. Throughout this workshop educators will be able to assess their own self-esteem and thereby learn skills that help build confidence.

The four components that contribute to building self-esteem - confidence, self-knowledge, the sense of belonging to a group and competency will be explored.

Self-esteem is the most precious inheritance a child can receive from his or her parents. A marvelous gift that essentially serves as a passport to travel through life!

Biography

J'Écoute Communication

Linda Mastrovito

Psychotherapist, coach, seminar leader.

Workshop trainer for over ten years with parenting groups, teachers and daycare educators in interpersonal communication and relationships.

Workshops and conferences Individual coaching

Mediation and conflict management Team building program