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# CAMERON LEADERSHIP CONSULTING

*CATALOGUE OF CURRENT OFFERINGS*



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# VISION / VALUES

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## *Transforming Organizational Capacity Through Leadership Development*

Cameron Leadership Consulting strives to create a healthy, productive work environment that supports the creation and delivery of accessible services aligned with the needs of the community.

We are guided by four core values:

1. **Growth:** We promote self-awareness, curiosity, empowerment, and intentional learning, helping individuals to reach their potential.
2. **Competence:** We employ practical tools to boost competence in communication, organization, prioritization and accountability enabling leaders to excel in their work.
3. **Vision:** We support leaders to put their vision into action, facilitating positive transformation.
4. **Trust:** We encourage building relationships through grace, authenticity, respect and empathy, fostering an inclusive environment.

These values shape our mission **to transform organizational capacity by developing strong leaders**, leading to positive outcomes for individuals and teams.

Our professional development offerings are built on the practical application of leadership concepts with a focus on self-reflection, intentional learning, emotional intelligence, and authenticity. All group sessions are based on facilitated discussion, with collaborative learning utilized to create a rich, pragmatic foundation - engendering real-world connections to the concepts presented.

## OUR FOUNDER

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**Cindy Cameron, PhD**, is experienced in the fields of facilitation, strategic planning, leadership coaching, and consulting. Her expertise lies in enhancing organizational capacity by developing effective leaders. With a focus on collaborative learning, Cindy brings leaders together to explore leadership concepts and share their individual strengths and areas for growth.

After dedicating 24 years of service to public health, Cindy retired in 2019 and subsequently established Cameron Leadership Consulting. Her consulting firm focuses on providing guidance and support to organizations seeking to strengthen their leadership capabilities.

# GUIDE TO OFFERINGS

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At Cameron Leadership Consulting, we have options for all current and future leaders. In addition to our core group of leadership seminars, we offer seminars to assist with the non-financial aspects of retirement, workshops designed to enhance the function of an entire team, and one-off sessions to bolster the capabilities of small groups. We strive for inspiring, practical trainings that provoke deep-thought, self-reflection and creativity. All of our group offerings are designed to foster peer interaction and utilize the experiences of the group members to enrich the discussions.

We have three basic formats to offer, all of which are available online or in-person:

- **Coaching** – Individual leadership coaching for leaders of all experience levels. Focused on custom-tailored solutions and development plans.
- **Seminars** – Multi-session training for small groups that is cumulative, requires pre-session preparation. Focused on collegial learning and practical application.
- **Workshops** – Concise, interchangeable modules designed to fit within regularly scheduled meeting times or conference sessions and built to accommodate a variety of group sizes. Focused on instant impact and group activities.

## Table of Seminars

Seminar descriptions are found on pages 4-8.

|                                   | Experienced Leaders | New Leaders | Future Leaders |
|-----------------------------------|---------------------|-------------|----------------|
| Public Health Leadership Academy  | ✓                   |             |                |
| Essential Skills for Managers     | ✓                   | ✓           |                |
| Preparing for Leadership          |                     |             | ✓              |
| Leading in the Hybrid Environment | ✓                   | ✓           |                |
| Contemplating Retirement          | ✓                   | ✓           | ✓              |

# PROGRAM DESCRIPTIONS

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## INDIVIDUAL LEADERSHIP COACHING

**Audience:** All managers and leaders

**Purpose:** To create an individualized plan for leadership development and solve leadership challenges as they arise

**Format:**

- Sessions are scheduled for 1 hour every other week
- Current issues are discussed with a focus on positive problem-solving
- Resources relevant to ongoing development are shared

**Topics:**

- Goal-setting
- Problem-solving
- Strategic/systems thinking
- Team-building
- Designing and implementing complex projects
- Developing leadership presence

# SEMINARS

## Public Health Leadership Academy (PHLA)

**Audience:** Experienced leaders

**Purpose:** To create an environment for collaborative learning where advanced leaders enhance their leadership knowledge and skills

**Format:**

- PHLA includes six congruent seminars
- Maximum of 6 participants
- Each seminar consists of three 2-hour sessions of facilitated discussion
- Homework is required and consists of readings and videos that prepare participants to discuss leadership topics

**Seminars:**

Change Leadership

- Change Happens
- Creating Change
- Helping Your Team Adapt to Change

Servant Leadership

- Public Servants
- Serving Your Team
- Promoting Employee Growth

Entrepreneurial Leadership

- No One Told Me I Had to Be an Entrepreneur
- Creating Opportunity
- Successful Partnerships

Relational Leadership

- Authentic Relationships
- Managing Up and Down
- Influence

Inclusive Leadership

- Understanding And Mitigating Bias
- What Is an Inclusive Leader?
- Creating A Plan for Inclusion

Visionary Leadership

- Creating Your Vision
- Communicating Your Vision
- Implementing Your Vis



# Essential Skills for Managers

**Audience:** Managers

**Purpose:** To provide practical tools for successfully navigating your management position

**Format:**

- Three 2-hour presentations with facilitated discussions
- Maximum of 8 participants
- Tools are provided that help new managers create a plan of action

**Sessions:**

- Being the Boss
  - Managing Others
  - Tips For Success
- Management Basics
  - Communication
  - Organization
  - Delegation
- Developing Your Team
  - Hiring
  - Supervision
  - Performance

# Preparing for Leadership

**Audience:** Non-managers with leadership aspirations

**Purpose:** To equip future leaders with the background they need to obtain a leadership position and effectively lead a team

- Five 2-hour presentations with facilitated discussion
- Maximum of 6 participants
- Pre-session readings are required
- Action Sheets assist participants to plan a successful leadership career

**Sessions:**

- Beginning Your Journey
  - Intentional Learning
  - Authenticity
  - Emotional Intelligence
- Leading with Purpose
  - Finding Your “Why”
  - Servant Leadership
- Creating Conditions of Trust
  - Empathy
  - Inclusive Leadership
- Positive Communication
  - Leading With Your Strengths
  - Active Listening
  - Communication Strategies
- Becoming A Leader
  - Obtaining a Leadership Position
  - Applying Your “Why”

# Leading in the Hybrid Environment

**Audience:** Managers and leaders

**Purpose:** To build the skills leaders need to thrive in the hybrid work environment

**Format:**

- Four 2-hour remote or in-person presentations with facilitated discussion
- Maximum of 8 participants
- Action Sheets assist participants to create a productive hybrid team

**Sessions:**

- Structure and Communication
- Focus and Resilience
- Motivation and Accountability
- Authenticity and Trust

# Contemplating Retirement

**Audience:** Employees considering retiring during the next five years

**Purpose:** To inspire thinking about what life will be like when you retire, and create a plan for retirement

**Format:**

- Four 2-hour remote or in-person presentations with facilitated discussion
- Maximum of 6 participants
- Action Sheets assist participants to create a retirement plan

**Sessions:**

- Imagining Your Future
  - Exploring your values
  - Making friends with your future self
- Making the Decision
  - Factors that influence your decision
  - Retirement anxiety
- Exiting Gracefully
  - Sharing your retirement news
  - Preparing your boss, team and partners
- Transitioning to Retirement
  - Understanding the stages of retirement
  - Building a psychologically healthy retirement

# WORKSHOPS

Workshops are designed to be incorporated into team meetings and can be presented in a cohesive sequential format, or as a one-off session.

## Optimal Performance

- Psychological Safety
- Setting High Standards
- Accountability
- Succession Planning
- Effective Feedback

## Managing Conflict

- Difficult Conversations
- Conflict Management
- Underperforming Employees
- Understanding Conflict

## Communication

- Communication styles
- Effective communication
- Communication operations
- Active listening

## Power Skills

- Empathy
- Emotional Intelligence
- Authenticity
- Resilience
- Mindfulness
- Influence
- Managing Up and Down

## Efficiency

- Delegating
- Effective Meetings
- Prioritization
- Managing Yourself