



Learning by hand Services & programs

Kate Hand, ACC



Kate Hand is a **bilingual Leadership Development Facilitator** and accredited **Leadership Coach** with over 25 years of experience supporting leaders at work and designing practical learning experiences.

Kate's focus is on helping leaders enhance performance for themselves and their teams by finding practical ways to improve self-awareness and impact. Using behaviour design techniques, Kate works with clients to create simple habits that help them move forward, one step at a time.

Professional highlights

Kate has worked across a variety of sectors and borders to support employees in professional services firms, United Nations agencies, governmental institutions and private sector companies in Canada, Europe and South-East Asia.

Previously, Kate was the Director of Learning & Development for PwC's Canadian Audit practice. Kate and her team were responsible for delivering the technical audit curriculum and for influencing senior leadership on the direction of professional development within Canada.

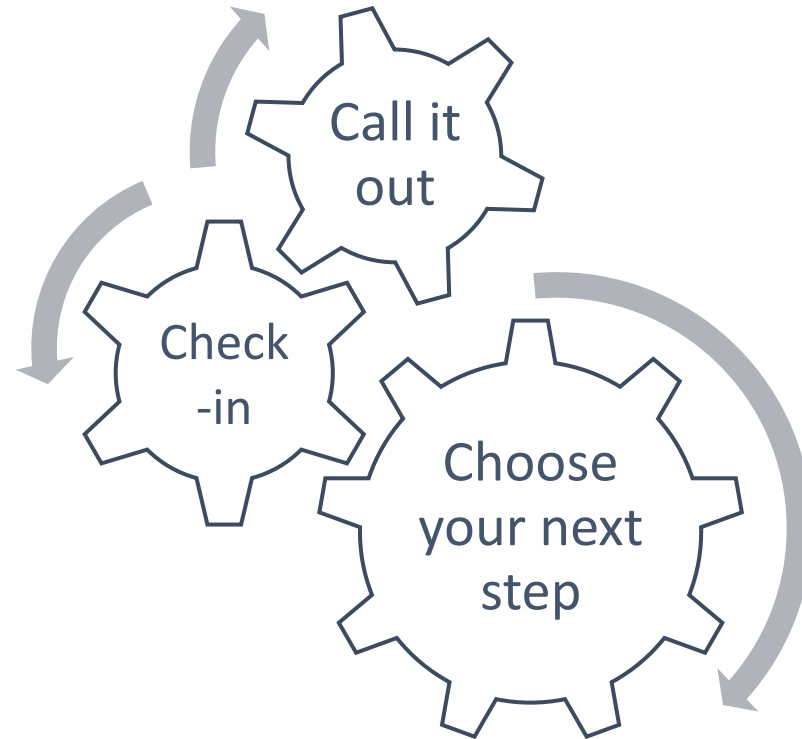
Recent clients include the Arcadis IBI , Canadian Mental Health Association, Canadian Pension Plan Investment Board, Office of the Auditor General, PEI Alliance for Mental Well-Being and the United Nations.

Coaching approach

I use a three-step process with my clients to focus in on what's going on today so they can find ways to feel energized about tomorrow.

We start by checking-in on what is important. We then call out some options, which allows clients to choose the path they want to take.

This system is based on resilience techniques, behaviour science and leadership best practices from my 25 years of experience working with leaders at all levels.



Sample programs

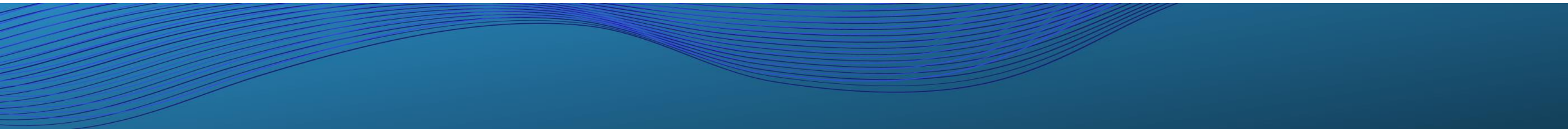
The following programs can be offered as stand-alone workshops or as part of a series. Each topic can be run as an introductory session (60 minutes) OR as a two-hour participatory workshop.

Leading through change - This workshop equips leaders with practical strategies to communicate, support and reinforce organizational change. It can be combined with a team-based approach and coaching support to help leaders stay resourceful.

Building everyday resilience -This workshop is designed to help you identify your “perfect storm” and create your own early warning system to better manage difficult times. We look at simple ways to build strategies for resilient language, thoughts and movements.

Influencing without authority – This workshop uses a simple model to consider how best to influence others based on trust, **not** authority. We explore how to assess, plan and communicate effectively in influencing situations.

Critical thinking – This workshop invites participants to use their emotions as another data set to expand their default thinking approaches. We look at techniques to pause, interrupt and test out ways for more deliberate thinking.



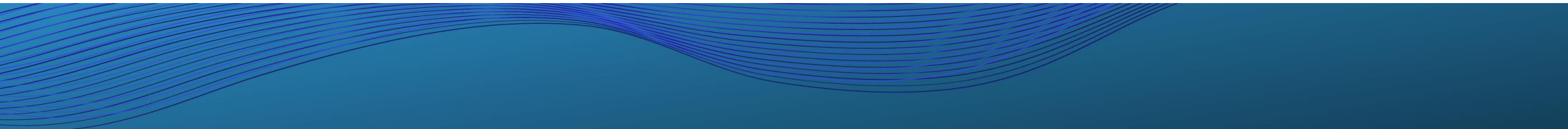
Career support series

The following programs are ideally offered as a series around career development. Each topic is run as a 90-minute session. Sessions can also be expanded to longer sessions (2-3 hours) or supported with individual or group coaching.

Career aspirations – In this workshop, the first in the career support series, we discuss intentional career planning and identify ‘great work’ that engages us and uses our strengths.

Personal brands – In the next workshop of the series, we explore how to talk about ourselves with ease. A simple communication model is used to help participants articulate and practice sharing their personal brand.

Networks – In the final workshop, we discuss practical ways to network and build relationships that can support our career aspirations. Many clients offer a networking event following the session to allow participants to practice right away!



Custom leadership programs

I also design custom programs based on client needs. One recent example is a custom leadership program for a global architecture firm:

Audience

- Cohorts of 30 global participants who are high-potential team leads and individual contributors

Outcomes

The program focused on developing inclusive leaders who can:

- Communicate as a leader
- Develop team members
- Deliver strategic results

Approach

- Monthly sessions alternating between instructor-led and group coaching sessions
- Topics included leadership mindset, feedback, change management, inclusive leadership
- Participants also completed a case study on leading through change and received individual sponsor support

