



Effective Managers Academy^(TM)

Live Sessions Overview

Built for Leaders Who Are Already Succeeding — and Ready to Go Even Further

Practical. Applicable. Rooted in the realities of organizational life.

Each session includes practical tools, real-time examples, and direct application guidance for immediate use.

The Effective Manager Academy is structured around four key learning tracks:

Track 1: Organizational Effectiveness Foundations

Learn the principles that underpin effective organizations, from systems thinking to the alignment of strategy, structure, and support.

Track 2: Delegation, Accountability, and Authority

Explore how to effectively delegate work, assign accountability, and clarify authority to unlock performance.

Track 3: Leading People and Teams

Strengthen your ability to lead managers, enhance feedback, develop managerial capacity, and foster psychological safety.

Track 4: Enterprise Leadership and Sustainable Culture

Focus on CEO-level leadership, diagnosing systemic issues, and embedding long-term cultural change.

PLUS – stay tuned for special edition content in response to participant requests.

Track 1: Organizational Effectiveness Foundations

Session 1: How Organizations Really Work

Date: Tuesday, June 17, 2025

Time: 11:00 AM – 12:00 noon Eastern Time

Explore how a simple model can reframe your understanding of performance at every level of the organization:

- Understand the Organization Performance Model using the Tree Analogy
- Differentiate between symptoms and root causes of performance issues
- Explore how structure and leadership influence outcomes

FREE INTRODUCTORY SESSION

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Session 2: How Organizations Really Work

Date: Tuesday, July 08, 2025

Time: 11:00 AM – 1:00 PM Eastern Time

Gain a systemic lens for diagnosing dysfunction and enabling sustainable value creation:

- See your organization as an input–output system
- Identify where value is created and lost
- Learn to diagnose system-level inefficiencies

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Session 3: Strategy and Business Model

Date: Tuesday, July 22, 2025

Time: 11:00 AM – 1:00 PM Eastern Time

Clarify the building blocks of a successful organization and their role in execution:

- Clarify the difference between strategy and tactics
- Understand common causes of strategy execution failure
- Learn how to link strategy to structure and role clarity

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Session 4: Organization Design

Date: Tuesday, August 12, 2025

Time: 11:00 AM – 1:00 PM Eastern Time

Understand how structure drives clarity, accountability, and performance:

- Discover how complexity determines structure
- Avoid common design pitfalls like missing levels
- Align roles with strategic goals

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Session 5: Implementing a Fit-for-Purpose Structure

Date: Tuesday, August 26, 2025

Time: 11:00 AM – 1:00 PM Eastern Time

Apply a proven framework for aligning structure to the complexity of work:

- Apply the concept of time-span to build role clarity
- Recognize symptoms of misalignment
- Design layered work structures that support strategy

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Session 6: Support Systems That Enable Success

Date: Tuesday, September 09, 2025

Time: 11:00 AM – 1:00 PM Eastern Time

Learn how systems like HR, IT, and finance can either support or stifle your strategic goals:

- Understand the enabling role of functions like HR and IT
- Ensure core systems support—not hinder—strategy
- Align systems to structure and roles

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Session 7: When and Why to Engage a Management Consultant

Date: Tuesday, September 23, 2025

Time: 11:00 AM – 1:00 PM Eastern Time

Explore how the right consultant at the right time can accelerate performance:

- Understand what true consulting value looks like
- Differentiate between outsourcing and professional advice
- Know when to bring in outside expertise

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Track 2: Delegation, Accountability, and Authority

Session 8: Accountability and Authority – Part 1: Delegating Down

Date: Tuesday, October 07, 2025

Time: 11:00 AM – 1:00 PM Eastern Time

Unlock the mechanics of effective delegation using a powerful accountability model:

- Learn the The Effective Point of Accountability®
- Clarify roles and decision rights vertically
- Empower teams while maintaining control

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Session 9: Accountability and Authority – Part 2: Working Across

Date: Tuesday, October 21, 2025

Time: 11:00 AM – 1:00 PM Eastern Time

Navigate cross-functional relationships without blurring accountability or authority:

- Define roles in cross-functional collaboration
- Apply the three types of cross functional authority
- Resolve accountability conflicts across teams

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Session 10: Delegation Skills and QQT(R)

Date: Tuesday, November 04, 2025

Time: 11:00 AM – 1:00 PM Eastern Time

Develop your ability to assign work clearly, confidently, and consistently:

- Learn the QQT(R) framework for effective task assignment
- Improve clarity and reduce rework
- Support staff development through better delegation

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Session 11: Setting Context and Boundaries

Date: Tuesday, November 18, 2025

Time: 11:00 AM – 1:00 PM Eastern Time

Create clarity and autonomy by learning how to set meaningful work boundaries:

- Clarify the 'how' of work without micromanaging
- Use boundaries to enable creative problem-solving
- Create an environment of trust and autonomy

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Session 12: Establishing Feedback Loops

Date: Tuesday, December 02, 2025

Time: 11:00 AM – 1:00 PM Eastern Time

Discover how effective feedback fuels learning, accountability, and continuous improvement:

- Close the loop on accountability
- Develop feedback systems that support learning
- Embed reflection into daily management practice

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Track 3: Leading People and Teams

Session 13: Managerial Leadership

Date: Tuesday, December 16, 2025

Time: 11:00 AM – 1:00 PM Eastern Time

Shift from doing to leading with a focus on the real work of management:

- Explore the 5 Requirements of Effective Managers™
- Shift from doing to managing
- Create consistency across teams and levels

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Session 14: Managerial Capability (Fit to Role)

Date: Tuesday, January 06, 2026

Time: 11:00 AM – 1:00 PM Eastern Time

Ensure people are matched to roles based on their capability—not just credentials:

- Match capability with role complexity
- Understand the Peter Principle and how to avoid it
- Support development based on potential, not just past success

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Session 15: Problem Solving Capability and Time Span of Discretion

Date: Tuesday, January 20, 2026

Time: 11:00 AM – 1:00 PM Eastern Time

Uncover how cognitive complexity and decision-making horizons shape management:

- Recognize how time span shapes managerial work
- Use time span to set meaningful goals and measures
- Diagnose gaps in capability and delegation

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Session 16: Performance Management and Feedback

Date: Tuesday, February 03, 2026

Time: 11:00 AM – 1:00 PM Eastern Time

Reframe performance management as a continuous leadership conversation:

- Redefine performance management as ongoing dialogue
- Link feedback to role expectations and outcomes
- Drive improvement without demotivating staff

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Session 17: Psychological Safety and Accountability

Date: Tuesday, February 17, 2026

Time: 11:00 AM – 1:00 PM Eastern Time

Learn how to create an environment of safety that still drives results:

- Build trust and transparency across the team
- Encourage open dialogue while holding people accountable
- Understand how psychological safety supports high performance

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Track 4: Enterprise Leadership and Sustainable Culture Session

Session 18: The 6 Key Functions of the CEO

Date: Tuesday, March 03, 2026

Time: 11:00 AM – 1:00 PM Eastern Time

Clarify what only the CEO can do—and how to do it effectively:

- Clarify the CEO's true role across the organization
- Balance strategic leadership with enabling systems
- Avoid common CEO traps that dilute impact

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Session 19: Diagnosing Root Causes of Underperformance

Date: Tuesday, March 17, 2026

Time: 11:00 AM – 1:00 PM Eastern Time

Get below the surface and fix what's really holding your team back:

- Use tools to move beyond symptoms
- Uncover structural, role-based, or cultural blockers
- Create practical improvement plans

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Session 20: Culture and Accountable Change

Date: Tuesday, March 31, 2026

Time: 11:00 AM – 1:00 PM Eastern Time

Understand how to shape culture through structural clarity and behavioural integrity:

- Understand culture as the outcome, not the input
- Manage change as a transformation project
- Embed accountability into cultural norms

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