



*Inspiring Leaders
+ Engaged Employees
= Passion, Productivity
and Profits!*



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**10 Questions to Ask Yourself
About Taking On a Leadership
Role**

Why am I interested in becoming a leader?

How committed to learning am I?

How flexible am I?

How do I handle failure?

How confident am I in my own abilities?

Is it my style to micromanage?

Do I walk the talk?

How is my work/life balance?

How well do I know and understand myself?

How compassionate am I?

Inspiring Trust through Authentic Communication to Create Enthusiastic and Empowered Workplaces

Empower your team to take ownership in your Company's Passions. We can help them understand how their work passions contribute to the company's value and help give meaning and purpose to their jobs.

Phase I - Pre-Training Consulting

- Work with 5–10 members of the management team responsible for the company.
- In 20 – 30 minute interviews with each manager prepare a list of what managers believe are things that matter most for the group to deliver its unique value.
- Facilitated discussions are then held to identify which of these are the top 5 – 10 most important "Core Passions" for

the group. Out of that we can confirm your Unique Contribution or Mission Statement.

Phase II - 4 – 6 Hour Workshop

- Half-day with a maximum of 50 participants per workshop.
- Establish employees top five core passions. Encourage them to share these results with you so you can work together to make their work as meaningful as possible.

Phase III – Post Training Consulting

- Facilitated brainstorming session with management team to identify all possible steps to make the group's Core Passions concrete and embedded

in the group culture.

- Individual interviews with managers will be completed as needed.
- Final result is our recommendation report and Culture Action Plan (CAP) to guide culture development for the next year with timelines, assignments on implementation and budget approval.

So the bottom line is all about your bottom line! If the employer has a clear mission, the employees know what their work passions are and you engage them, the rewards are both financial and emotional! Higher profits - Happier employees!

"Choose a job you love, and you will never have to work a day in your life."

The FACTS...

High Employee Engagement firms have an ROI 19% higher than average and in Low Engagement organizations ROI was 44% below average?

The average **cost** to the organization of having a **disengaged employee is \$16,000** per year! .

With over 35 years' experience as an employee, manager and then business owner, she has inspired and mentored numerous associates and employees. After selling her most recent insurance brokerage business, Heather concentrated on developing Majix Consulting - Her focus; Inspiring individuals and corporations to be their best. Heather's enthusiasm, sense of humor and commitment comes through when she speaks.

Heather Cournoyer, CCIB, CIP, CPBTF

She has lectured for multiple insurance courses, spoken at many events and was a contributing author for the original Canadian Accredited Insurance Brokers course.

As a business owner, one usually doesn't have the time to research current trends, develop an understanding of human nature, how the mind works, successful communication techniques and more. Heather is constantly monitoring trends, researching and

working with her clients to provide guidance. She has combined her extensive insurance business background and experience with tools learned from ASAP Engagement. (Advanced Solutions for Activating Passionate Engagement). In addition she has studied the work of Steven M. Covey, Greg Habstritt, Jim Collins, Brendan Burchard, John Maxwell, Robert Cialdini, Ph. D. , Dr. Daniel Amen and many other very successful leaders.