

LEADERSHIP

Growing Leaders, Not Just Promoting Employees

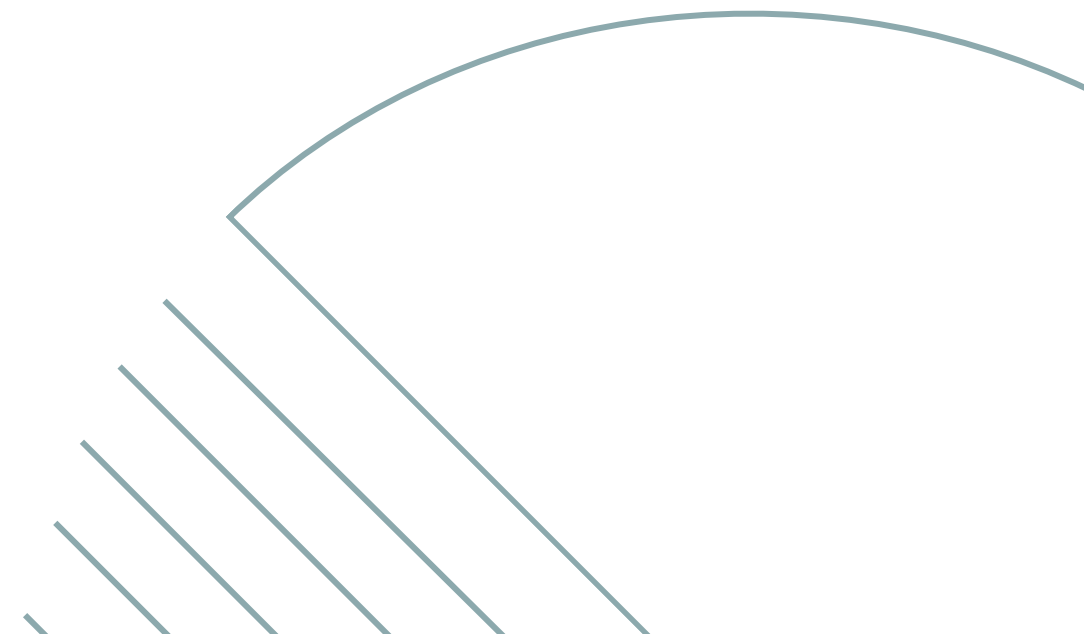
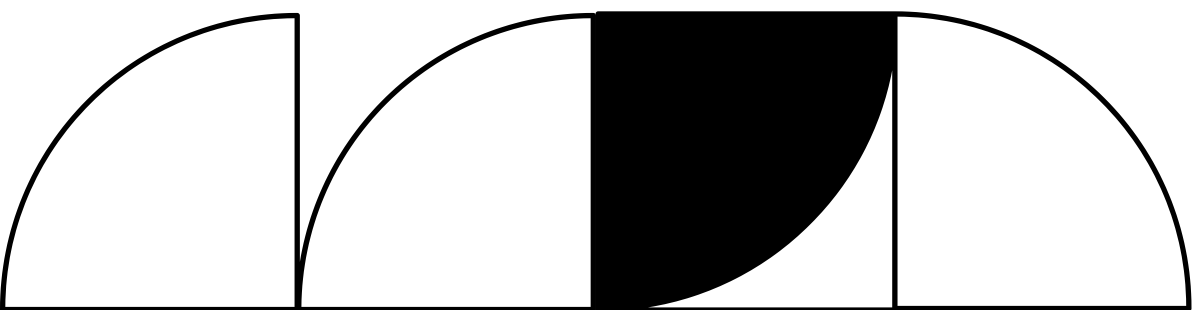
Helping top performers evolve into effective, aligned, and accountable leaders



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HUMAN RESOURCES

WHY UPSKILLING LEADERS MATTERS

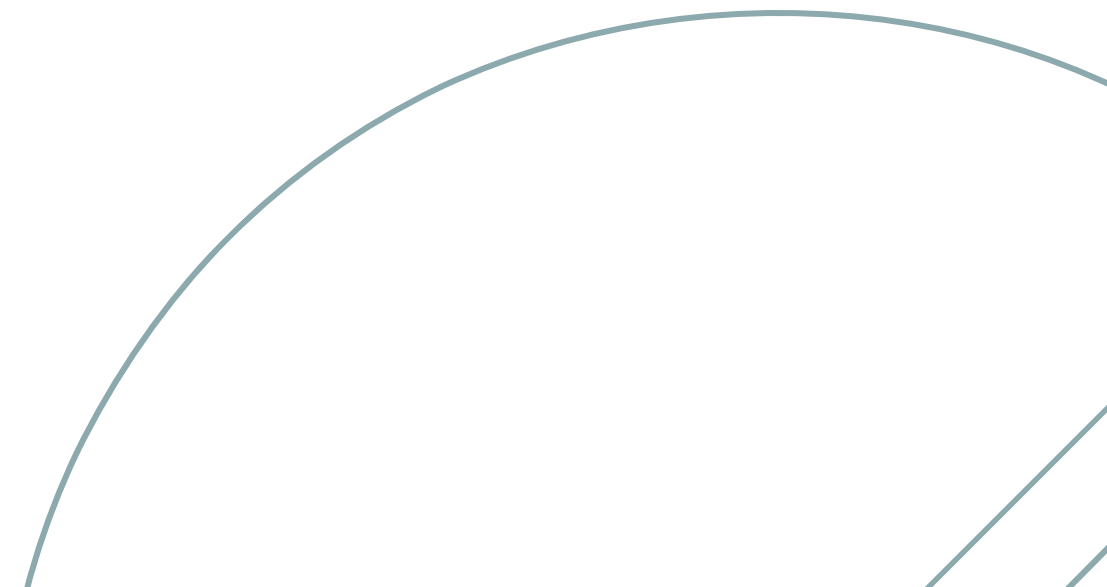
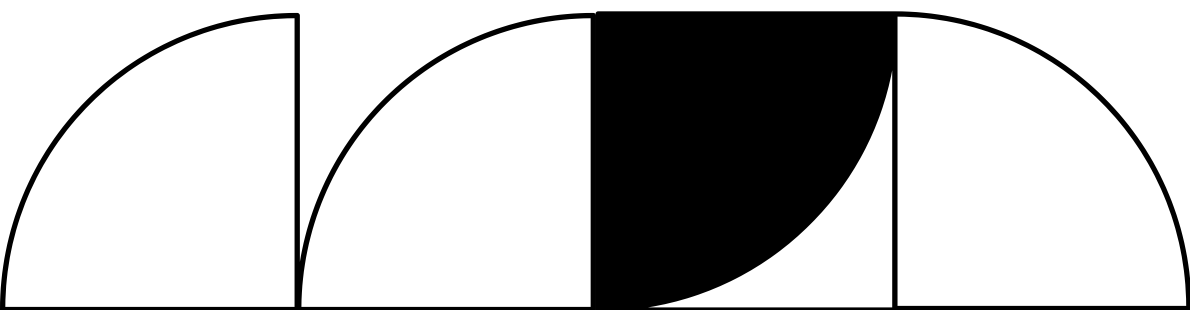
- High performance in a role = Readiness for leadership.
- The skills that make someone great at their job often differ from the skills required to lead others.
- Leadership isn't about having answers—it's about building clarity, trust, and alignment.



THE TREND: LEADERSHIP TRAINING IS ESSENTIAL

- Organizations are prioritizing leadership capability over title or tenure.
- HR is investing in:
 - Personalized learning
 - On-the-job development
 - Coaching and mentorship

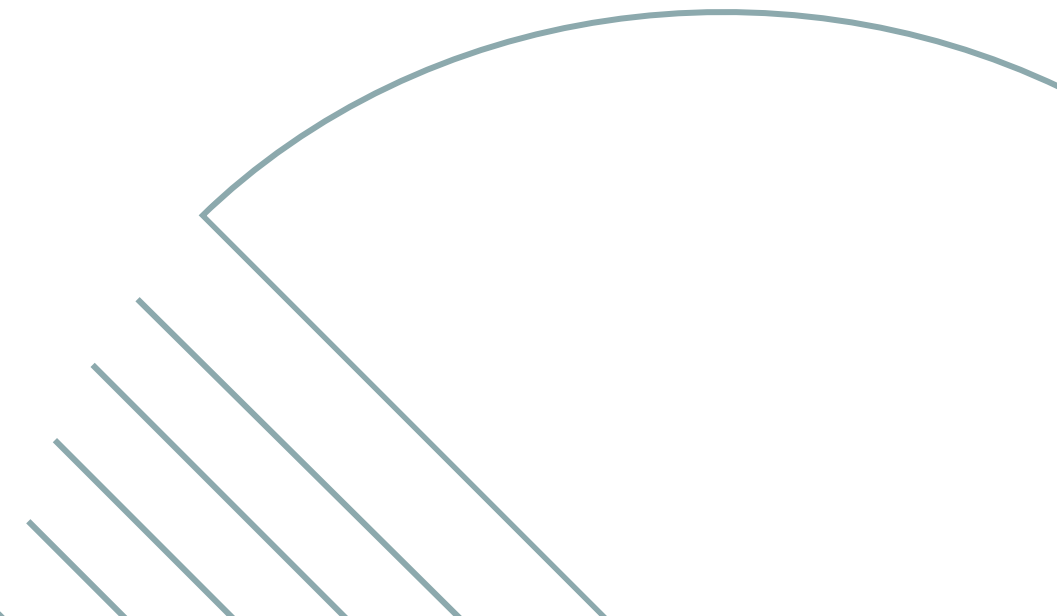
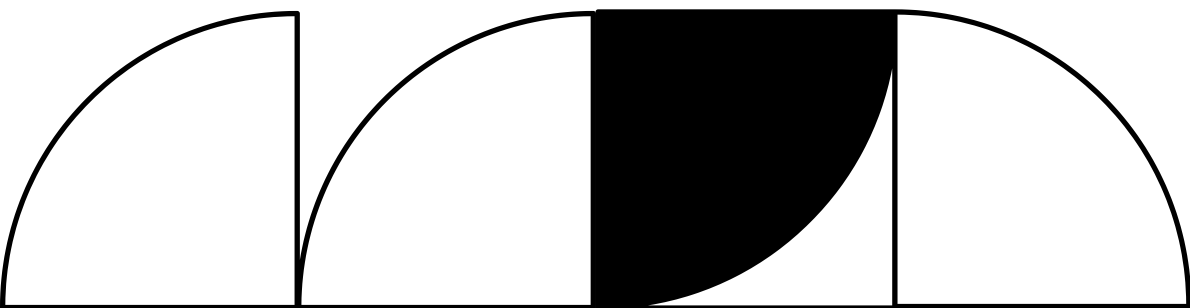
Why now? Employees want growth—and organizations need leaders who can adapt, align, and inspire.



WHAT KIND OF LEADER DO YOU WANT TO BE?

- Help potential leaders reflect on:
 - Their natural leadership strengths
 - How they influence, make decisions, and handle conflict
 - What kind of leader they aspire to be—not just the one they saw before them

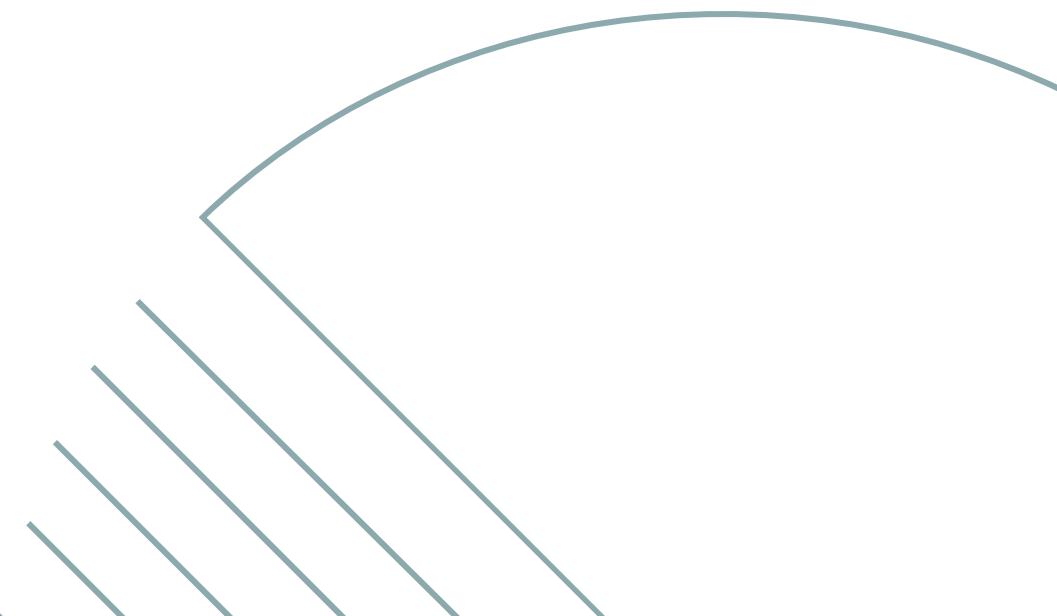
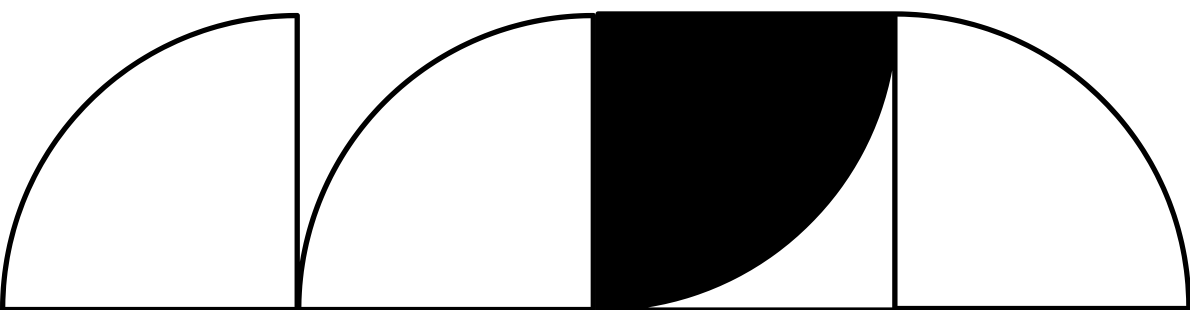
Tools: Strengths assessments, self-reflection exercises, 360 feedback



WHAT DOES THE ORGANIZATION NEED FROM ITS LEADERS?

- Alignment of your leaders
- Clarity around expectations is key:
 - What behaviors and mindsets define leadership here?
 - What are the priorities we need leaders to drive?

Example: If collaboration and accountability are key values, leaders must model transparency and consistent follow-through.

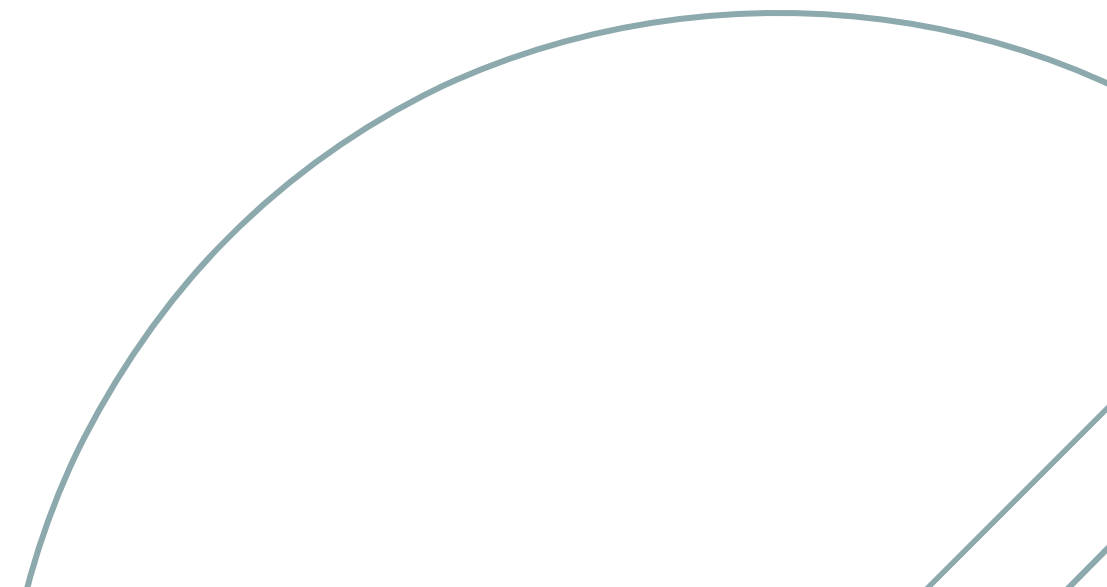
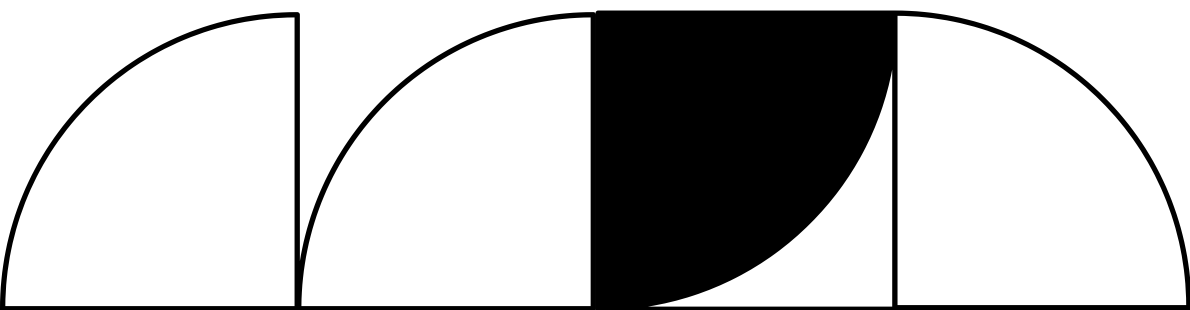


SET A CLEAR DEVELOPMENT FOCUS

To guide future leaders:

1. Create a leadership framework with key competencies.
2. Design learning experiences—not just training.
3. Provide opportunities to lead small initiatives or mentor peers.

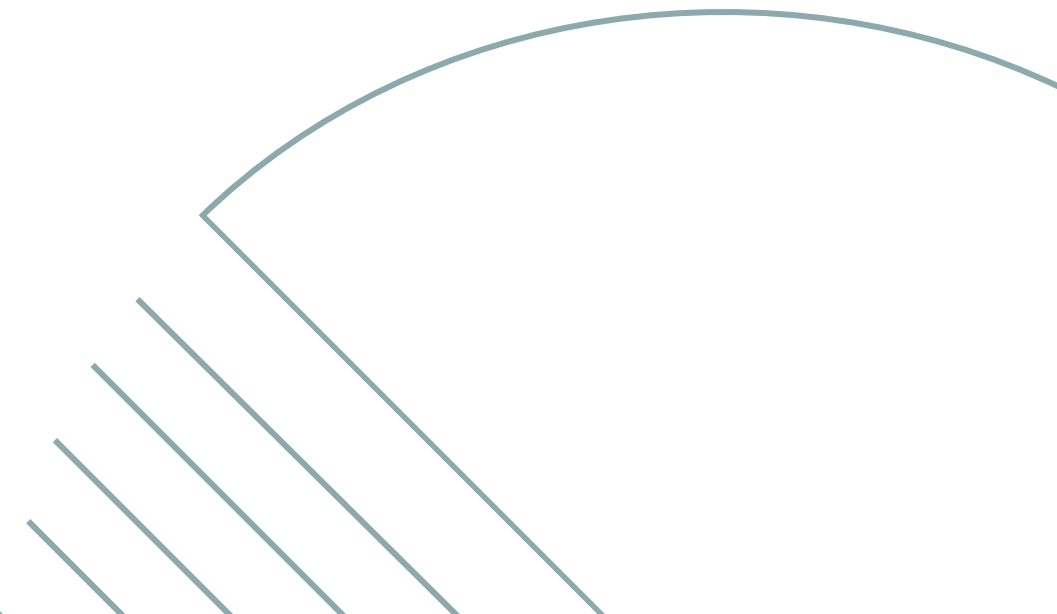
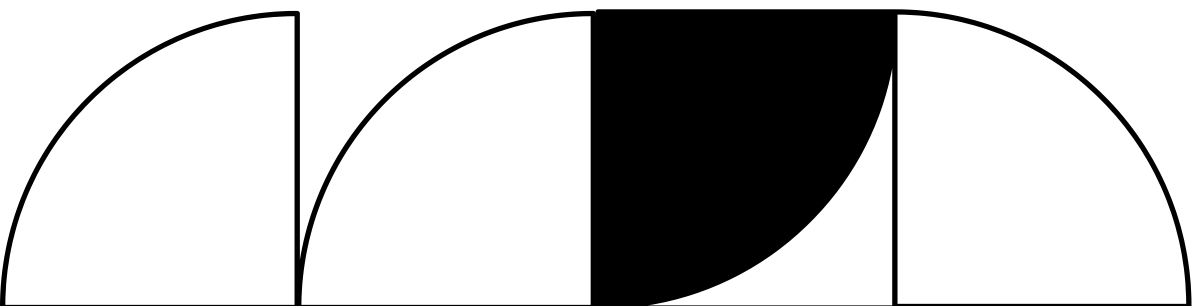
Focus less on theory, more on practicing real leadership behaviors.



BUILD TRUST & ALIGNMENT

- Trust is the **foundation of leadership**:
 - Lead with authenticity and consistency
 - Listen deeply and respond intentionally
- Alignment happens when everyone:
 - Knows the “why” behind their work
 - Feels connected to the bigger mission

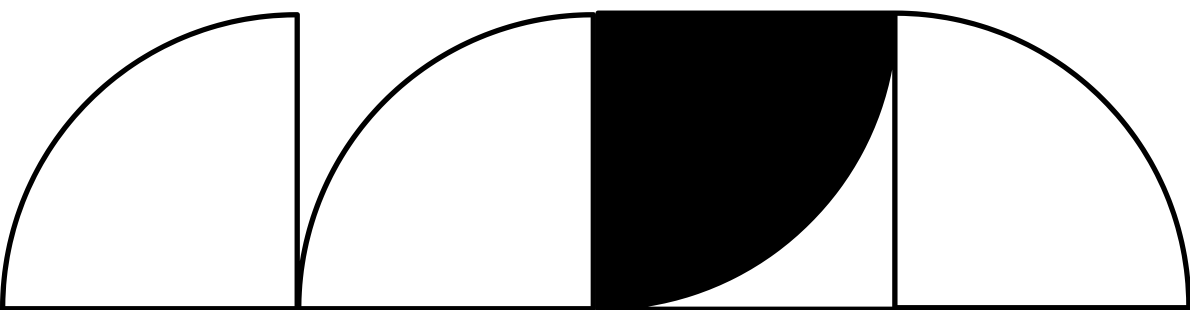
Leaders should foster safe, clear, and motivating environments.



TEACH DECISION-MAKING & TALENT DEVELOPMENT

- Great leaders:
 - Don't micromanage—they **empower** others
 - Know when to coach vs. when to step in
- Upskilling should build:
 - Prioritization
 - Strategic thinking
 - Team development

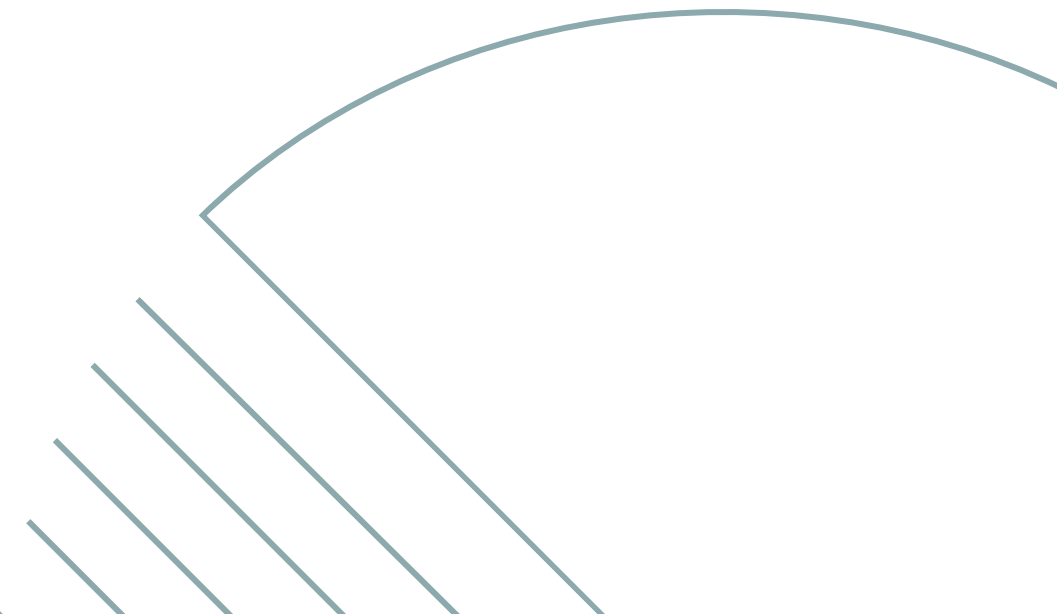
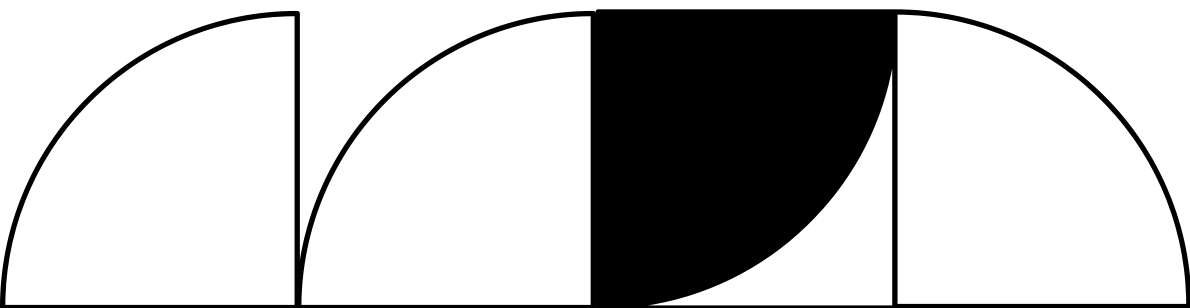
Tip: Teach new leaders to ask, “Who else can take this on and grow from it?”



SEE THE BIG PICTURE

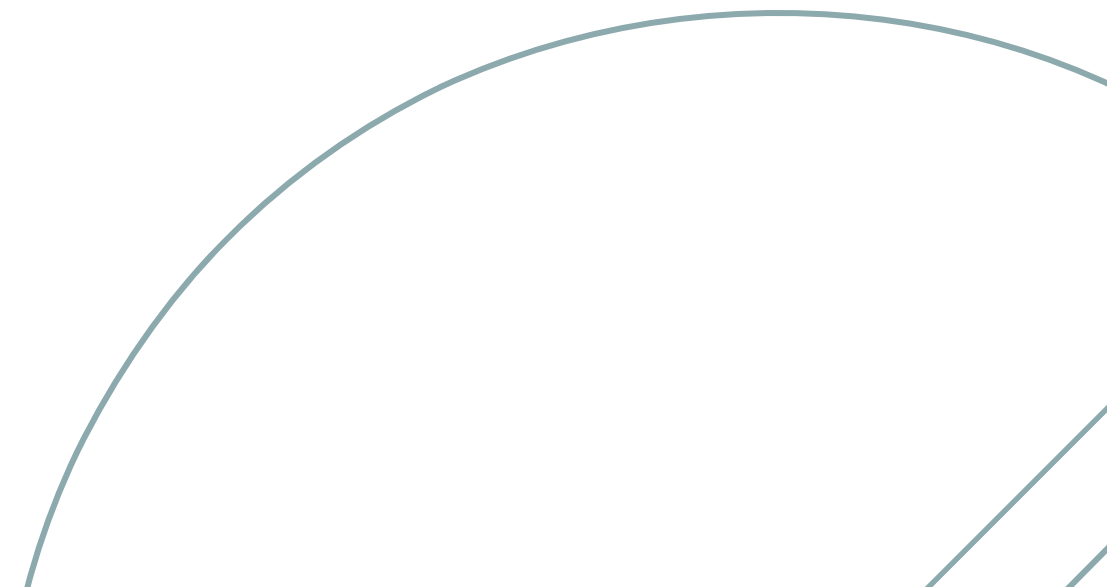
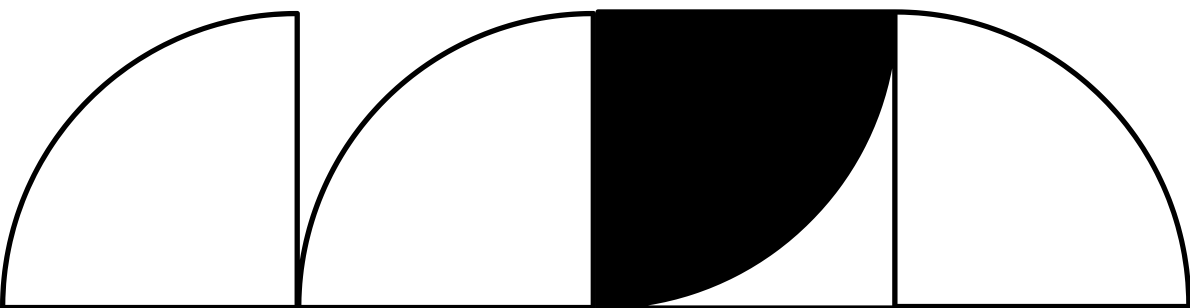
- Leaders need to connect individual work to organizational success.
- Teach them:
 - How their team impacts broader goals
 - The importance of cross-functional thinking
 - How to drive clarity and reduce silos

Visual tools and storytelling can help new leaders "zoom out" and lead with purpose.



FINAL THOUGHT: LEADERSHIP IS LEARNED

- Not everyone is born a leader—but everyone can learn to lead.
- Upskilling turns:
 - Task-focused employees → Vision-driven leaders
 - Lone contributors → Collaborative team builders
- It takes time, intention, and the right support.



MEET YOUR EXPERTS



TONY TILLY – PH.D.

A former College President & outstanding teacher. A leadership expert with a strong focus on driving change, fostering partnerships, addressing complex issues, and thinking big.



SONIA CROOK – M.ED.

A Vice Presidential Leader focused on transformation and people development. Accomplished executive with expertise in human resources, strategic planning, facilitation skills, and the ability to drive sustainable change.

HARBR HR LEADERSHIP DEVELOPMENT PROGRAM

Register to learn more about upcoming dates





THANK YOU

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