



IN.FORM

A Leadership Development Company

Our Team

Carla Cuglietta, MA Global Leadership

Tyler Waye, MA Leadership

Dr. Curtis Clarke

Anna Cuglietta, MBA, GCEC

Given IN.FORM's unique and extensive experience with government, public service, private companies, education and construction industries, we understand how to customize the application of the following concepts into the context of your organization. We are committed to delivering your program in an engaging, relevant and innovative way.

Leadership Programs

Leadership Essentials

- Define leadership
- Set a vision, mission and values for your team
- Understand the difference between leadership, strategy, management and performance
- Explore transactional/transformational leadership
- Introduction to the Leadership Framework
- Learn important leadership competencies

Teamwork and Engagement

- Discover the importance of engagement and the dangers of disengagement for your team
- Understand what builds great teams and what breaks them apart
- Explore insights for leading next-generation employees and generational leadership
- Recognize how trust within teams supports innovation, creativity and retention

Communication and Relationships

- Learn and practice new skills that will help you to communicate effectively
- Navigate difficult conversations with better outcomes and provide feedback for improved performance.
- Learn how to use 9 different questions to get everyone's perspective in the conversation

Self Awareness and Emotional Intelligence

- Expand your self-awareness its impact on your leadership presence
- Improve your emotional intelligence using the EQi Assessment OR the Integrative Enneagram™ with our certified practitioners
- Learn about bias, assumptions and the Ladder of Inference

Understanding The Leadership Framework

- Learn the Leadership Framework
- Create a broader impact by learning how to set a vision with your team
- Identify and articulate your team's values
- Identify and create a plan for overcoming barriers your team faces
- Learn how to rally your team behind a common purpose

Leading and Managing Change

- Learn about change management
- Understand barriers to change and how to successfully role out new ideas and technologies
- Discover stakeholder mapping skills
- Learn tools and models to help you navigate change and get your team excited about it

Executive Level Leadership Programs

Senior leaders in your organization are welcome to take any of the Leadership modules in blue, in addition to the gold modules listed below.

Coaching and Mentorship

- Understand the differences between coaching and mentorship
- Discover how to lead feedback and feed forward conversations
- Navigate difficult conversations and improve performance
- Learn the GROW coaching model

Leading Change

- Learn how to lead through change initiatives
- Discover how to engage stakeholders
- Create a change readiness plan for a technology change in your organization
- Learn tools and models to help you navigate change and equip your leaders to do the same

Strategic Innovation

- Explore innovative methods and strategies to engage and leverage organizational change capacity
- Empower broad based organizational change
- Embrace change/challenge the status quo
- Utilize evidence based change strategies/practices
- Discover Ambidextrous Leadership

Innovators Mindset

- **Change with people, outcomes and culture**
- Use lab style learning to address real organizational challenges
- Discover Design Thinking - IDEO and The Stanford D-School Change Model

Insightful Decision Making - Government Programming

- Critical thinking and policy development
- Formal and informal decision making
- Formal and informal decision making within the Government broadly
- Political acumen in policy alignment, policy direction and policy coordination

Conflict Transformation

- Learn stakeholder and conflict mapping practices
- Explore conflict transformation models for structural, attitudinal and transactional changes across your organization or community.
- Practice methods that transform conflict from a negative to positive force in your organization

Meet Our Team

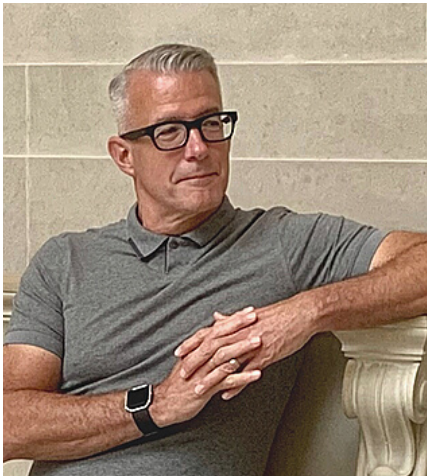


Carla Cuglietta

Carla Cuglietta is an award winning educator, facilitator and keynote speaker in the area of leadership and engagement. Over the last 23 years she has been working in Canada, China, India, Sierra Leone and Uganda on leadership and education projects that centre around sustainable change in complex systems.

Carla is the co-founder and Executive Director of YoungLeaders.World, an international non-profit organization whose aim is to help young people understand that leadership is a mindset, not a status. She is also the President and principal facilitator with IN.FORM Series, working with numerous organizations in the area of leadership development.

Carla has been awarded the Canadian Prime Minister's Certificate of Achievement and the University of Alberta Alumni of Distinction. In addition, she has been awarded the YWCA Woman of Distinction and the Lions Club International Humanitarian Award for her leadership and humanitarian work around the world. Carla is a graduate from the University of Alberta (BE., BPE) and holds a Masters in Global Leadership from Royal Roads University.



Dr. Curtis Clarke

Dr. Clarke has held a number of positions in the Alberta Public Service, including Deputy Minister portfolios in Advanced Education, Education (K-12) and Solicitor General. His diverse policy and operational experiences are further supplemented from his role as Assistant Deputy Minister of Alberta Correctional Services, Cabinet Policy Coordinator and Executive Director of the Alberta Justice and Solicitor General Staff College. He has also represented the Canadian Council of Ministers of Education as vice-chair of the OECD Education Policy Committee Bureau. Dr. Clarke has a variety of board experiences ranging from director positions on the Canadian

Centre for Substance Use and Addictions (Governor in Council appointment), Victoria Big Brothers and Sisters, Mentor Canada Governance Task force, Canadian Association of Police Educators, National Police Sector Council and the INTERPOL Group of Experts in Training. Curtis is a graduate of Queen's University (BA Hon, MA Sociology), York University (PhD Sociology). He has completed a variety of executive programs from the Harvard Kennedy School, Stanford Executive Business School, Cornell University and the Institute of Corporate Directors. He is a strong proponent of life-long learning, innovative education models and self-development.

Meet Our Team



Tyler Waye

Tyler Waye is a national leadership and work strategist who has spent the last decade investigating the emerging patterns of work that shape our careers and organizations. Tyler is a principal consultant and facilitator with IN.FORM, and the co-founder of YoungLeaders.World, a multi-national youth leadership organization. In addition he is the author of the book "I Went to School That Long for This?!", helping young employees navigate the first few years of their careers.

Tyler's work is increasingly focused on helping organizations develop their teams.

He recently completed a research journey around the world, living in 12 countries to explore influences into the future of work. He has held management positions with several leading organizations and is internationally published on topics related to leadership, the changing nature of work, and employee engagement. Tyler is a regular contributor in media, continually featured on TV, youtube, radio and in leading publications. In addition, he is also a global keynote speaker, sharing insights on the changing landscape of our work. Tyler holds a Masters in Leadership and is a partner at Motiversity Studios, one of the world's largest Youtube Motivational companies.



Anna Cuglietta

Anna Cuglietta is an executive coach with over 25 years of leadership experience in transportation, insurance services and construction in both national and international organizations. As a Human Resources executive Anna has been responsible for talent and culture development programs that align strategy, people and performance.

Anna now coaches leaders and leadership teams to create high performance, purpose driven organizations by using high impact coaching methods. Anna works with leaders to define their vision and values and then partners with them to build competency and confidence in areas that will support them in achieving their goals.

Anna earned her Masters of Business Administration from the University of Alberta and completed the Queen's Executive Development program. She received her Graduate Certificate in Executive Coach through Royal Roads University and is a member of the International Coaching Federation. Anna is trained as Systemic Team Coach from the Global Team Coaching Institute. She is also an Integrative Enneagram Accredited Practitioner and a Certified Dare to Lead™ Facilitator.

How to work with IN.FORM

IN.FORM creates programming based on the needs of your organization. We provide in-person or online training, coaching, executive coaching and assessments to ensure that we are meeting the needs of your team.

You can select one module in a workshop delivery. Each module is approximately 3-4 hours in length, or we can help you create a program based on the modules listed above.

A full program = 6 modules (21 hours)

Here are examples of our full programs:

Leadership Program (2 ½ days, includes all modules on the first page)

Executive Education (2 ½ days, includes 3 modules in blue + 3 modules in gold)

*Self-awareness assessments and coaching sessions can be added on to any program or module.

Some our clients include:



To find out more about our programming, contact us:



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www.informseries.com

Our full Leadership Programs (minimum 21 hours), qualify for the Canada-Alberta Jobs grant.

[CLICK HERE](#)

