

# Leadership Building Blocks *for Mining* & Natural Resources



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# LB<sup>2</sup>

DEVELOPMENT • EXECUTION • RESULTS

## DEVELOPMENT • EXECUTION • RESULTS

Research has shown that high employee engagement positively impacts nine performance metrics, including profitability, safety, and productivity. And yet in a recent poll across 13 industries, mining was shown to have *the least engaged employees*. How do you move the needle on employee engagement? It's no secret: develop your leaders...and the metrics will follow. Welcome to LB2. (TINYpulse 2016, Gallup 2014)



## WHAT IS LB<sup>2</sup> FOR MINING?

Leadership Building Blocks (LB<sup>2</sup>) is a series of industry specific training modules focused on developing effective leaders in the natural resources industry.

- The program develops the knowledge, skills, and behaviours that modern mine sites require from their leaders.
- LB<sup>2</sup> includes practical tools for on-the-job execution that drives results.
- The program has global application and can be adapted to accommodate literacy levels and cross-cultural norms.



## HOW DOES LB<sup>2</sup> WORK?

LB<sup>2</sup> is a customizable platform of training modules allowing you to construct a unique leadership development program for your employees.

- Integrates with your business priorities and processes.
- All modules are highly experiential, interactive, and hands-on.
- Modules can be customized, some into an e-learning platform.
- In-person facilitation can be done by LB<sup>2</sup> certified trainers or we can certify your internal talent to deliver the modules.



## HOW DOES LB<sup>2</sup> DRIVE RESULTS?

LB<sup>2</sup> ensures that the learning gets transferred to the business.

- LB<sup>2</sup> provides appropriate execution tools and activities that can be practiced immediately and coached by site leadership.
- Each module contains an Execution Guide in which the participants record their commitments and post-module action plans.
- Involving senior site leadership and / or developing peer support groups ensures alignment and accountability.
- We work with you to set up appropriate measurement tools and systems to track the progress and impact of LB<sup>2</sup> in your organization.

# The LB<sup>2</sup> Modules

Building Block	Outcomes: your leaders will...	Length
<b>Role of the Leader</b>	<ul style="list-style-type: none"> <li>• Commit to their key role accountabilities</li> <li>• Understand and self-assess leadership competencies required for their role</li> <li>• Practice role modeling organizational values</li> </ul>	1 day
<b>The Power of Coaching</b>	<ul style="list-style-type: none"> <li>• Understand the value of coaching performance</li> <li>• Learn a Coaching Model</li> <li>• Practice Coaching Mine-Site Specific Scenarios</li> </ul>	0.5 day
<b>Applied Coaching</b>	<ul style="list-style-type: none"> <li>• Build proficiency with the coaching model</li> <li>• Practice Specific Coaching Skills: Questioning, Listening, Giving Feedback, Generating Options, Gaining Buy-in</li> <li>• Practice Peer Coaching</li> <li>• Learn to coach in a way that holds people accountable</li> </ul>	1 day
<b>Leadership Flexibility</b>	<ul style="list-style-type: none"> <li>• Be able to assess the various needs of their team</li> <li>• Adapt their leadership style to meet employee needs</li> </ul>	0.5 day
<b>Production Efficiency</b>	<ul style="list-style-type: none"> <li>• Participate in a customized Production Efficiency Simulation</li> <li>• Apply Key Performance Indicators, Continuous Improvement, Cross Shift Effectiveness, and Contingency Planning in the simulation and in the business</li> </ul>	1 day
<b>Safety Culture</b>	<ul style="list-style-type: none"> <li>• Explore how to create and sustain Safety Culture</li> <li>• Review Safety Policies including Duties of Care</li> <li>• Practice the Safety Tools of Observation, Identification, Prevention, Mitigation</li> <li>• Understand the use and value of Safety Metrics including Leading &amp; Lagging indicators</li> </ul>	1 day
<b>Effective Mine Meetings</b>	<ul style="list-style-type: none"> <li>• Understand the types of meetings required at a mine site and the processes and tools to run effective meetings</li> </ul>	0.5 day
<b>Time Management</b>	<ul style="list-style-type: none"> <li>• Learn a prioritization method and tools to apply to their work</li> <li>• Learn how to protect their priorities</li> <li>• Apply skills learned to better manage their own daily activities</li> </ul>	0.5 day
<b>Problem Solving</b>	<ul style="list-style-type: none"> <li>• Learn and practice root cause analysis tools</li> <li>• Acquire problem solving tools and apply to a case study</li> </ul>	0.5 day

Building Block	Outcomes: your leaders will...	Length
<b>Decision Making</b>	<ul style="list-style-type: none"> <li>• Identify decision accountabilities</li> <li>• Utilize the five factors of making decisions</li> <li>• Be able to support decisions made by others</li> <li>• Explore how to influence organizational decisions</li> </ul>	0.5 day
<b>Diversity &amp; Respect</b>	<ul style="list-style-type: none"> <li>• Understand the importance of creating and maintaining a respectful workplace</li> <li>• How to intervene in the cycle of discrimination &amp; how to stop it</li> <li>• Know their rights and responsibilities under the company's Harassment &amp; Discrimination policies</li> </ul>	1 day
<b>Managing Conflict</b>	<ul style="list-style-type: none"> <li>• Identify conflict and its sources at site</li> <li>• Know how to manage themselves in conflict</li> <li>• Builds skills in managing others in conflict</li> </ul>	1 day
<b>Team Leadership</b>	<ul style="list-style-type: none"> <li>• Know how to build and lead a high performing team</li> <li>• Be able to develop their people and delegate effectively</li> <li>• Practice the skills of motivating and empowering others</li> </ul>	1 day
<b>Leading Change</b>	<ul style="list-style-type: none"> <li>• Understand the dynamics of organizational change</li> <li>• Explore the impact of change on themselves and others</li> <li>• Learn how to lead others during times of change</li> </ul>	1 day
<b>Mining: Exploration to Closure</b>	<ul style="list-style-type: none"> <li>• Co-developed with internal subject matter experts</li> <li>• Geology &amp; Exploration</li> <li>• Mining Techniques</li> <li>• Mineral Processing</li> <li>• Health, Safety, Sustainability, Environment &amp; Community</li> <li>• Mine Closure</li> </ul>	1 day
<b>Mining Finance for Leaders</b>	<ul style="list-style-type: none"> <li>• Co-developed with internal subject matter experts</li> <li>• Understand the Corporate Structure</li> <li>• Revenue, Cost, &amp; Profit @ Your Company</li> <li>• Positively impact Costs &amp; Cost Reduction, Capital Allocation, and Cash Preservation</li> </ul>	1 day