

2023

LEARNING SOLUTIONS

Need a Hand Bridging Soft Skill Gaps? We're Here to Help!

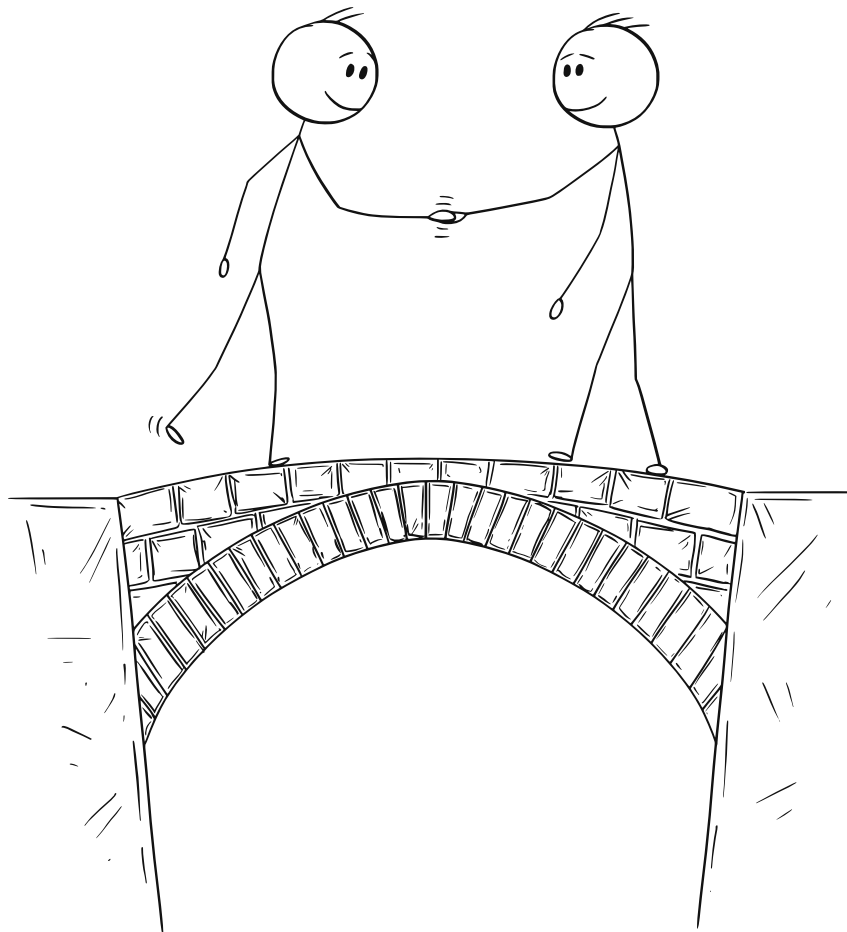


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HI! WE'RE ALIEVO™

And we're on a mission to help the world build human skills across communities, workplaces, and government entities.

Has anyone ever told you that these skills cannot be developed? Well, respectfully, they were wrong! This may be because these skills are difficult to teach, measure, and even define. Human skill development is an intangible learning and evolving process that is honed over time and practice.

This is why we rely on science-based learning approaches to develop the human skills you – your employees, your leaders, your teams need to make an immediate impact and contribute effectively to the business and organizational goals.

Since 2017, Alievo™ has positioned itself as an emerging leader in the development of social, emotional, and cultural competencies in support of increasingly diverse, complex and ever-changing workplaces.

Alievo™ is the only inherently bilingual (English and French) institute in the professional development industry in Canada that aims to bridge human skills deficits within teams and organizations. We provide accessible learning solutions in the five following distinct areas :

- Cultural intelligence and unconscious bias
- Emotional intelligence
- Positive influence of people and teams
- Change and lead transitions humanely
- Hardiness and Resiliency

Alievo™ is distinctive in its human-centred, science-driven, goal-oriented approach, anchored by its 5 core values – Passion, Authenticity, Excellency, Synergy and Evolution.

More than ever, the future of work will require us to be socially, emotionally, and culturally intelligent. Are you ready and well equipped to face this challenge?

We can help you with that!

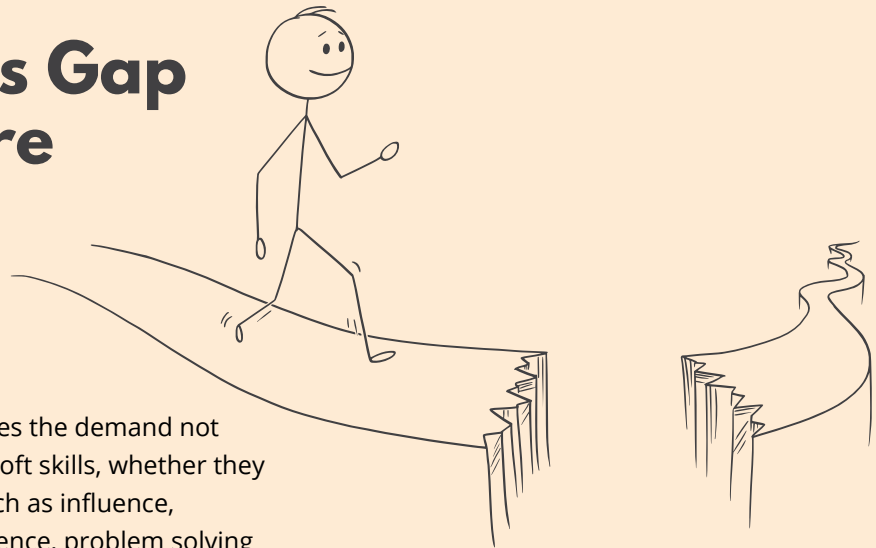
The Alievo™ Team



Mylène Beauchamp & Mélanie Lacroix
Co-Founders of Alievo™



The Soft Skills Gap and the Future of Work.



The changing nature of work increases the demand not only for technical skills, but also for soft skills, whether they are social, emotional and cultural such as influence, leadership, cultural awareness, resilience, problem solving and collaboration.

Employers regularly find that employees and emerging leaders have little or no such skills. This may be because these skills are difficult to teach, measure, and even define.

Closing the gaps in social, emotional and cultural competencies empowers workers and employers to succeed. But it requires rethinking the training and development of these skills.

The Harsh Reality About Soft Skills.

Being skilled in the technical aspects of a job is great, but it can only take a person so far. Becoming a valued employee or leader requires an arsenal of skills that are far more difficult to acquire and measure but are so critical for success or “career durability”.

85%

85% of job success comes from having well-developed soft skills, and only 15% of job success comes from technical skills and knowledge.

Research conducted by Harvard University, the Carnegie Foundation and Stanford Research Center.

If soft skills are six times more important than technical skills for job success, why is almost ¾ of all the training dollars going to technical skills? Simple. Because the learning curve is quicker.

The path to teaching someone a technical skill, such as using software, is tangible. The process may not be without its hurdles, but it's pretty straight forward.

Conversely, teaching someone to be more patient, to work better in a team, or to be more innovative, which are related to soft skills, cannot follow a predefined formula - *but it can be done*. It is more of an intangible process that is honed with time and practice.

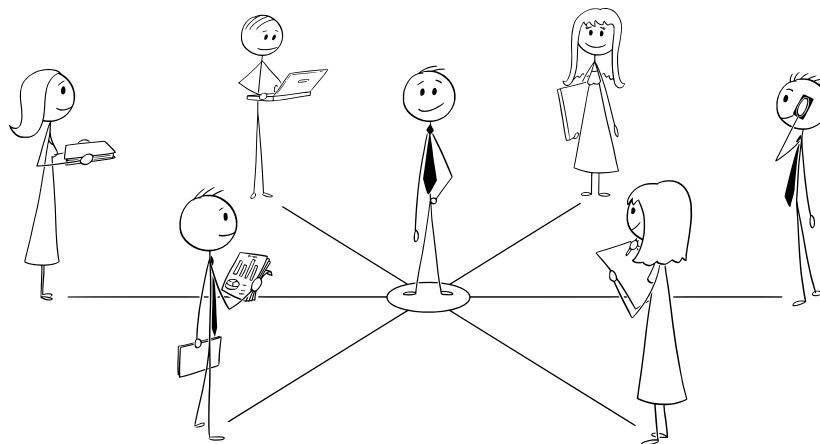
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TIMES
MORE
IMPORTANT

While technical skills get more attention, many employers say the need for soft skills is just as important if not more so, especially for positions with supervisory, managerial and leadership responsibilities. **But what exactly is meant by soft skills?**

Figuring Out Soft Skills.

Soft skills are, first and foremost, human skills. They are essential, learnable, practical assets that are at the core of any healthy organizations. Human skills, whether they are social, emotional or cultural, can be observed through an individual's characteristics, behaviours, personality traits and work habits. They are more complex than technical skills —but they are perceived as more valuable.

Although human skills are much more challenging to quantify and develop, they are highly transferable to any job or position. As they are also adaptable to new technologies, human skills will serve employees and leader in any capacity.

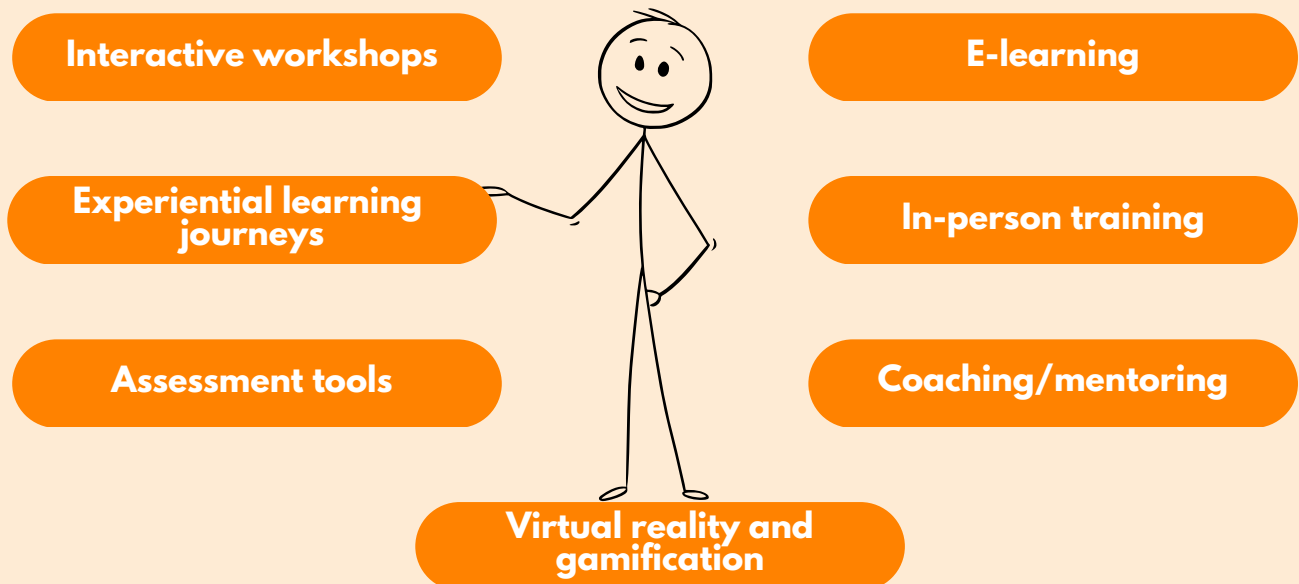


Tailoring Human Skills Development.

Just like technical skills, human skills can weaken if they are not used. That is why it is important to practice them on a continuous basis.

Human skills development won't be successful in most cases using a "one-and-done" approach like a single webinar or panel discussion. These skills are learned differently than technical skills, they can be taught, developed and measured.

Successful human skill development, whether they are **social, emotional or cultural**, relies on a **variety** of learning experiences. Here are some learning solutions to consider in support of human skills development and upskilling:

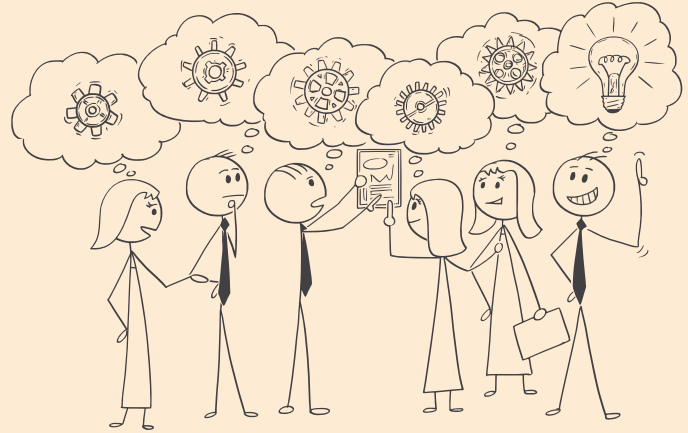


No matter what learning solutions are chosen, it is important to ensure that they meet the expected outcomes while considering the training and learning styles of the individuals involved in the acquisition of new **POWERFUL** human skills.

Build Human Skills by Creating a Culture of Learning.

Learning is business critical. There is a common mindset that learning is a perk that can be cut when costs need to be contained. That mindset must change.

Connection and belonging — the things that contribute to a good employee experience — are critical to engagement. Employees and leaders who feel empowered, that they matter to their employers, and that their employers are invested in helping them develop their careers will have greater satisfaction in their work and feel less disconnected.



To support existing top performers and leaders and develop new ones, employers need to provide regular access to up-to-date, tailored learning opportunities. This is necessary for employees to build the human skills required to keep pace with accelerating technological advances and respond to the ever-evolving demands of their roles. Without learning programs, your people won't have the tools they need to fill their social, emotional and cultural skills gaps.

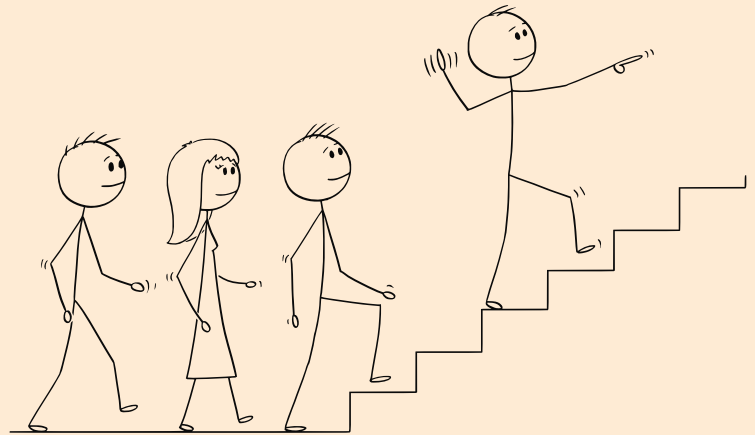
So, an essential way to demonstrate this kind of investment in your employees is to prioritize learning, making it part of organizational culture. Not only does creating a culture of learning send a clear message that you're supporting your employees' and leaders' career development, but it has clear business results as well.

To future-proof your organization, make sure your leaders – and aspiring leaders, your people and your teams have access to personalized human skills learning that prepares them for their jobs' ever-changing demands. It's time to let go the linear "one-and-done" learning approach and instead align with science based, variable learning methods.

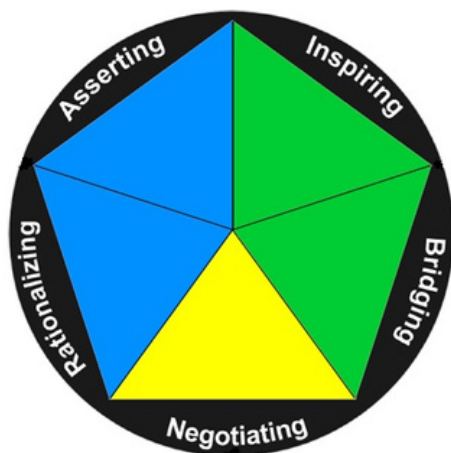
The Powerful Human Skill of Influence

What is Influence and Why it Matters?

Most people equate leadership with a specific position or job title. But you need more than a title on the door to have followers. Influence is a key skill for leaders, managers, and anyone who wants to make an impact in their organization or industry. But how do you develop influence?



One of the most important factors is having strong interpersonal and communication skills. They include things like empathy, listening, collaboration, adaptability, and emotional recognition and regulation. These skills help you build trust, rapport, and credibility with your audience, whether it is a colleague, an employee, a client, or a stakeholder.



Influence is defined as **the capacity to have an effect on an outcome and to positively affect change**. Influence is not at the expense of someone but rather for their benefit and is usually explicit and transparent. Having good influential skills has become a must for anyone who wants to have influence in an organization.



The Influence Style Indicator (ISI) measures style preferences in situations of influence.
Do you know your influencing style?

How Does a Good Leader Exert Positive Influence?

Here are some key principles and practices that can help become a more influential leader:

Establish trust and credibility.

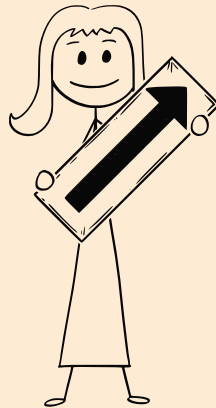
Trust is the foundation of influence. People are more likely to listen to and follow someone they trust and respect.

Communicate clearly and effectively.

Communication is the vehicle of influence. Empathy and adaptability are key competencies to communicate effectively.

Inspire and motivate.

Inspiration is the fuel of influence. People are more likely to follow someone who inspires them with a compelling vision, a sense of purpose, and a passion for what they do.



Empower and delegate.

Empowerment is the outcome of influence. People are more likely to follow someone who empowers them with autonomy, responsibility, and authority.

Collaborate and cooperate.

Collaboration is the process of influence. People are more likely to follow someone who collaborates with them as a team player, rather than as a boss or a competitor.

"The key to successful leadership today is influence, not authority."

- Ken Blanchard, Author and Management Expert

Not quite there yet?

Need some help in becoming a more influential leader or help your team to gain further insight into that area?

Here are some learning solutions that can help you get there.

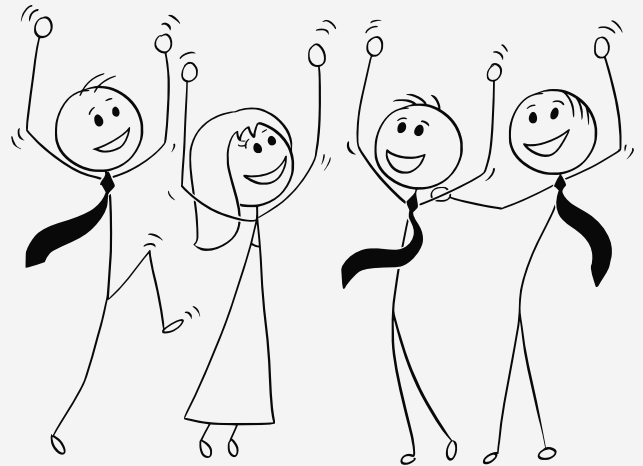


MICRO-WORKSHOP:

Influential leadership: Leveraging the five styles of influence to build trust and mobilize teams

Looking for a “bite size” format learning option for your team or for your organization at large? We got this! This 90-minute expert-led microlearning will provide your participants with relevant content related to the theme of influence and practical actionable insights.

Influential leadership means leading with a positive, unifying effect. The ability to effectively exert influence in a hybrid work context is therefore a key skill for today's leaders and managers. But where to start? Do we all influence others in the same way? What are the pitfalls of influence and ways to overcome them? This micro-workshop will show you how to effectively use the five (5) styles of influence to build trust and mobilize teams.



Get Concrete Results!

At the end of this micro-workshop, learners will gain meaningful results such as:

- Acquire a general understanding of influence.
- Recognize the distinctive behaviors of influential leaders.
- Become familiar with the five styles of influence.
- Reflect on practical actionable insights to influence more effectively.



What participants are saying about this micro-workshop.

"It was truly excellent and interesting, I definitely would have had more of it!"

"It was a great session with lots of good information. The facilitator was excellent."

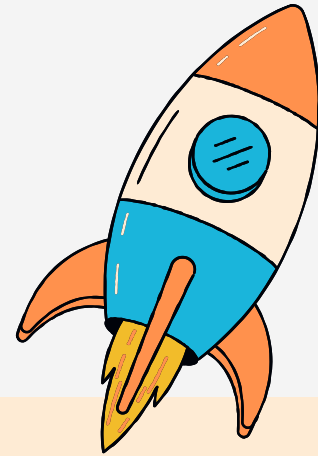
Short, effective and budget-friendly, this microlearning is the perfect tool to offer employees of all levels and functions new training and development opportunities in the field of influence.

Interested in learning more about this learning option?
We've here for you. [Let's chat!](#)

Alievo™ LEARNING JOURNEY: Influential Leadership: Boost Your Influence!

Looking for a quick upskilling learning solution that will help you become a more influential leader? Whether it's getting your ideas accepted, moving your issues forward, leading change or any other activity in your organization, this unique, interactive and immersive cohort-based learning journey will achieve results, such as:

- Position your views and arguments appropriately to create alliances.
- Get others to act in a "win-win" way.
- Negotiate skillfully in difficult situations.
- Succeed in generating concessions while maintaining relationships.
- Respond effectively to the reactions and positions of others.



Based on Science and Adapted to Today's World of Work

Designed to be practical and have a rapid impact, our Influential Leadership Journey is a blended learning experience (self-directed, facilitated group learning and peer learning) spread out over six (6) weeks. Our approach is rooted in research and neuroscience, in experiential learning, and focuses on developing the skills you need to make an immediate impact and contribute effectively to your business and organizational goals.



The Influence Style Indicator (ISI)

Our Influential Leadership Learning Journey focuses on the five styles of influence to understand the best application of each style and their potential pitfalls. The first step in this learning experience is to take and complete the Influence Style Indicator™ (ISI™) assessment. With the intent of gaining insight into your most used and least used influencing styles, this step will serve as a starting point for developing your ability to influence more effectively.

A Unique, Immersive and Interactive Learning Experience

We believe in creating rich, transformative learning experiences that are rooted in your organizational reality. **Scan the QR code** or [click this link](#) to learn more about this learning path, and to find out when the next cohorts are scheduled.



Emotional Intelligence (EI): What it is and why it's important.



What is EI?

Emotional intelligence is a set of social and emotional skills that determine how we :

- Perceive ourselves;
- Express ourselves;
- Develop and maintain social relationships;
- Deal with problems and make decisions; and
- Adapt to and manage stressful situations.

Why is EI important?

Emotional intelligence is important :

- It helps leaders to be more optimistic and resilient in the face of challenges and changes.
- It enables leaders to foster trust and well-being in their teams.
- It enables them to lead diverse teams with empathy and flexibility.



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« Research by the Center for Creative Leadership has found that the leading causes of executive derailment are related to deficits in emotional competencies. »

Need a Hand Bridging The Soft Skills Gap?

We're Here to Help!

Theme-Based Learning Solutions

Take advantage of our **theme-based learning solutions** to develop your own social, emotional and cultural skills as well as those of your employees in order to better cope with change, to communicate and influence positively and to be more resilient.

Alievo's™ Upskilling Boosters

Are you looking for a quick upskilling of your influential leadership competencies? Have a look at our **unique, interactive and immersive learning journeys**.

Certification Programs

Develop your internal capacity by training your resources in the use of scientifically validated **psychometric tools**: the EQ-i 2.0® & EQ 360®, the Change Style Indicator (CSI®), the Influence Style Indicator (ISI™) and the Hardiness Resiliency Gauge™ (HRG™).

CONTACT US



ALIEVO™ is a woman-owned business and holds **WEConnect International** and **WBE Canada** accreditations.

ALIEVO™ is proud to be a qualified Canadian supplier under the Government of Canada's **ProServices Supply Arrangement** (SA).



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