



Action Impact Movement
Coaching. Facilitation. Leading Change.

Action Impact Movement Programs and Services

July 2020

Action Impact Movement



Leadership Training <ul style="list-style-type: none">• AIM Changer• Leadership@	Coaching <ul style="list-style-type: none">• ImpleMentor• Leader Kick Start• Path to Promotion
Book (coming fall 2020) <ul style="list-style-type: none">• Talking Change: Must-have conversations for successful leaders	

Team Facilitation <ul style="list-style-type: none">• Prepare and Plan• Innovate• Evaluate and Review• Make Decisions• Work through Conflict• Engage, align, perform

Results <ul style="list-style-type: none">• Change readiness and resilience• Sustained benefits of change• Consistent leadership behaviours• Expedited impact of new leaders• Connection and alignment across teams• Improved decision making aligned to organizational goals

AIM Leadership Programs

Consistent leadership development for teams or groups.



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AIM Changer

Leading Change

The people dynamics of leading change ~ Navigating change with the ABC Transition Roadmap™ ~
AIM Changing Conversations: Conversations to plan, engage, and make change stick

Leadership@

Leading Self

Self-awareness ~ Values & integrity ~ Emotional intelligence ~ Resilience ~ Movement

Leading Teams

Team dynamics ~ Communication & active listening ~ Decision making ~ Coaching & feedback

Group training for leader cohorts or those leading change. Embed common leadership behaviours in the organization and provide a consistent leadership development approach. Sustain learning impact through coaching.

AIM Coaching Programs

Targeted leadership development for individuals or groups.



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ImpleMentor

Leaders of change

Hands-on support and coaching to plan, communicate, execute and gain commitment to organizational and team changes

Leader Kick
Start

New leaders or
leaders with new
mandates

Leader and team/department assessments, process enhancements (e.g. Kickstart Checklist, tools, templates), targeted coaching, team facilitation as needed

Path to
Promotion

High potentials
preparing for
leadership roles

Custom self-assessment, 360° feedback, performance observation, development plan, targeted coaching to prepare for promotion process and leadership role. Ideal for succession planning.

Targeted coaching for individual needs (e.g. a new leader, cohort preparing for promotions with different areas of focus, leaders from different departments driving organizational change, sustain learning impact of training programs)

AIM Team Facilitation



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Prepare and plan

Set purpose, vision & strategy, agree on goals and objectives, set priorities, develop measures / KPIs

Innovate

Generate ideas, think outside the box, re-invent

Evaluate and review

Process reactions to change, debrief survey/ report results, determine actions

Make decisions or work through conflict

Interpret information, understand different points of view, decide among options, move forward

Build team cohesion

Develop team norms, improve team dynamics and collaboration, have fun and get more done as a team

- Expert team coaching and facilitation practices to engage and align groups or teams around common goals, behaviours, and expectations.
- Approach customized based on desired outcomes.

Action Impact Movement Team



Jennifer Campbell is a certified coach and seasoned group facilitator. She has coached and facilitated at senior and staff levels across several industries. Her individual and group session outcomes make a difference to both company bottom lines and personal career success and satisfaction. Jennifer is known for summarizing her wealth of experience into practical steps and creating movement – both physical and mental. She helps people improve their performance, earn promotions, and lead change. Jennifer holds a Bachelor of Commerce (Honours) from Queen’s University, a certificate in adult training and development (Ontario Institute of Studies in Education, University of Toronto) and is certified to administer the Myers Briggs Type Indicator. Jennifer is a Certified Professional Co-Active Coach (CPC) through the Coaches Training Institute.

Jennifer is an exceptional consultant and I would highly recommend her to anyone looking for executive coaching support; to develop and execute a key business strategy; or to design and deliver an impressive learning experience for any size group. ~ Director, Leadership Development – Kinross Gold



Rebecca Scott Rawn has successfully influenced politicians, bureaucrats, and corporate leaders to make positive change. As a communication expert and Registered Corporate Coach, she helps individuals and organizations outperform their expectations. Rebecca has written policy for the provincial government, held leadership roles in private organizations, and honed her media and government relations skills in high pressure situations. In 2019, she was awarded the McKnight's Women of Distinction Rising Star award for her achievements in the long-term care industry. Rebecca holds a Masters of Public Policy and Public Administration from Ryerson University and a Bachelor of Arts in Political Science and Business from Carlton University. She is a Registered Corporate Coach, a Centergy and Laughter Yoga Instructor, and holds a Long-Term Care Administrator Certificate.

Rebecca is one of the most detail-oriented people I know. She often took control of group situations and led discussion until it was clear that a consensus was forming. She can rightfully be proud of her people-management skills! ~ Experienced government relations and policy professional