

ANDREA ROSEN AND ASSOCIATES

# WORKSHOP



DEVELOPING REGULATORY  
AND ENFORCEMENT  
LEADERSHIP SKILLS  
AND PROGRAMS



March 10, 2019

## PROGRAM 1:

LEADERSHIP  
SKILLS FOR SENIOR  
ENFORCEMENT  
AND REGULATORY  
EXECUTIVES

## PROGRAM 2:

STRATEGIC  
REGULATORY AND  
ENFORCEMENT  
LEADERSHIP

## PROGRAM 3:

MANAGING AND  
COACHING TEAMS  
FOR CONTINUOUS  
ENFORCEMENT  
SUCCESS

## PROGRAM 4:

PERSONALISED  
COACHING

## PROGRAM 5:

ORGANIZATIONAL  
REVIEW &  
DEVELOPMENT

Andrea Rosen and Associates Inc. (ARA) offers cutting-edge regulatory training programs and enforcement development techniques sourced from regulatory leadership theory and practice around the world. We assist you with tools and exercises to build skills, as well as develop a style of influence that gets results. With follow-up coaching, ARA offers access to the most effective regulatory leadership programs available. Complementary organizational review and redesign services are available to optimize current and prospective results.

### **OUR APPROACH IS PERSONAL**

Our approach is highly personal and is focused on the unique needs of the individual, providing both a group experience and a personalized and customized learning environment.

### **OUR FACILITATORS AND COACHES ARE EXCEPTIONAL**

ARA's team offers extensive regulatory and enforcement experience and superb interpersonal skills. They are accomplished professionals with the savvy and know-how to offer feedback in a positive and constructive way.

### **OUR PROGRAMS ARE PRAGMATIC**

Our training and coaching programs are designed to be practical and relevant. Development of leadership skills in a regulatory or enforcement environment is a process of continuous learning, often based on analysis of performance in specific cases, and iterative improvement. ARA delivers a long-lasting learning experience that delivers results that are sustainable over time.



# 1 LEADERSHIP SKILLS FOR SENIOR ENFORCEMENT AND REGULATORY EXECUTIVES

ARA designed this course to help senior executives build and lead regulatory and enforcement teams for high impact results. Executives will learn to focus on success, develop internal and external partnerships, stay their teams' course through motivation and momentum, and to continuously drive their programs, policies and people forward.

## Powerful learning outcomes:

- Ability to connect senior leadership to the trenches
- Influence high impact results
- Capacity to leverage experience gained from various roles
- Insight into your life strategies and development opportunities
- Ability to create cohesion for momentum and impact
- Building leadership resiliency
- The means to maximize cohesion in your organization
- Validating confidence in your leadership

# 2 STRATEGIC REGULATORY AND ENFORCEMENT LEADERSHIP

In this program ARA will introduce and define the concepts related to building and sustaining a strategic mindset—making decisions now in a timely manner that will lead the organization toward its future objectives. We will focus on a leader’s willingness and capability to look, plan and move into the future with clear intentions and purposeful actions.

## Learning opportunities include:

- Developing a strategic mindset—looking more broadly when solving problems and making decisions
- Preparing for and achieving success in casework, policy direction and people management
- Understanding the framework for negotiating high impact outcomes
- Thinking in multiple time frames, balancing things now with planning for the future
- Thinking systematically, making connections, and understanding the impact of decisions on other parts of the organization

## Participants Will Strengthen Their Abilities To:

- Expand their capacity to seek out and make the most of new opportunities, adopt a growth mindset, and accelerate learning thinking and innovation
- Develop the ability to navigate ambiguous and complex situations
- Increase their facility to look, plan, and make decisions with clear intent and purposeful action, focusing on both the short and long term
- Build internal capability to redeploy resources, make decisions quickly, and collaborate with others to produce desired solutions



# 3

## MANAGING AND COACHING TEAMS FOR CONTINUOUS ENFORCEMENT SUCCESS

Effective communication combined with the ability to influence others and create a sense of urgency, allows managers to create better awareness, leading to better choices and ultimately better results. Leaders who master coaching also learn to have powerful conversations that enhance employee performance, guide development, and increase motivation and engagement.

### **Participants Will Strengthen Their Abilities By:**

- Discovering how communication succeeds in reaching the intended audience
- Exploring types of coaching and influence and identifying opportunities to integrate coaching moments
- Exploring techniques for personal development and employee performance
- Practicing giving feedback and coaching in the moment
- Developing and practicing fundamental skills for coaching conversations – listening, asking powerful questions, supporting courage to move forward



# 4 PERSONALISED COACHING

ARA offers post-program executive coaching to senior executives who have taken an ARA program, to assist in implementing new strategies, and program changes.

ARA will assist in supporting executives in their intentions to create a sense of urgency for optimized outcomes, make desired changes in their management style, manage multiple programs and sub-programs, and learn to coach their teams to success.

Coaching programs are individually designed to meet the needs of the executive and the organization.



# 5 ORGANIZATIONAL REVIEW & DEVELOPMENT

ARA offers in-house assessment of regulatory and enforcement programs, leading to optimized programs, high impact outcomes and enhanced skills for success.

**ARA offers a number of services, including:**

- a full review of enforcement and regulatory programs
- an assessment of legislative needs, with recommendations for amendments, if needed
- interviews with management and staff to identify both excellence and impediments in approach to optimization
- analysis of current compliance and enforcement strategies to design a path to high impact outcomes
- assistance in strategic decision making and priority setting
- monitoring of progress and training of staff

Organizational reviews are individually designed to meet the needs of the Agency and its senior executives.

