



Enhancing self-awareness, empathy, and emotional regulation for personal and professional growth. These programs promote mental resilience, stress management, and bias awareness.

Learning Interventions Offered

1. Developing Emotional Intelligence for Leadership	4. Unconscious Bias
2. Emotional Intelligence at work	5. Effective Stress Management at Work
3. Mental Health 101	

1. Developing Emotional Intelligence for Leadership

Overview - The Developing Emotional Intelligence for Leadership program is designed to help leaders enhance their emotional intelligence (EI) to improve decision-making, team engagement, and overall organizational success. Participants will gain a deep understanding of EI, learning how to recognize and manage their emotions while fostering empathy and stronger relationships with others. The program covers strategies to control emotional responses in challenging situations and harness emotions to stay focused and motivated. By integrating EI into their leadership approach, participants will strengthen their communication, build compassionate leadership styles, and create personalized action plans for ongoing development.

2. Emotional Intelligence at work

Overview - The Emotional Intelligence program is designed to help participants understand the profound impact of emotions on actions and performance. The program covers the key components of emotional intelligence (EI), including self-awareness, self-regulation, motivation, empathy, and social skills. Participants will engage in self-assessment exercises to evaluate their own EI and develop strategies for enhancing it. The program also emphasizes the role of emotional intelligence in leadership, using emotions constructively, and applying EI to build stronger relationships and make better decisions. By the end of the program, participants will be equipped to leverage emotional intelligence to enhance both personal and professional growth.

3. Mental Health 101

Overview - The Assertiveness for Confident Communication program is designed to help participants develop the skills necessary to communicate confidently and assertively. It covers the foundations of assertiveness, boosting self-confidence, and mastering effective communication techniques. Participants will learn how to set healthy boundaries, handle conflicts, and navigate difficult situations with ease. The program also emphasizes active listening, empathy, and overcoming barriers to assertiveness, while focusing on building long-term assertiveness practices for sustained personal and professional growth.

4. Unconscious Bias

Overview - The Unconscious Bias program is designed to raise awareness about the various types of unconscious biases that can impact decision-making and workplace dynamics. Participants will explore how these biases manifest, often unknowingly, and how they influence decisions, behaviors, and interactions. The program provides tools for identifying bias interruptors—strategies to recognize and challenge biased thinking in real-time. By the end of the program, participants will have a deeper understanding of the impact of unconscious bias and practical techniques to break these biases, fostering a more inclusive and equitable environment in both personal and professional contexts.

5. Effective Stress Management at Work

Overview - The Effective Stress Management at Work program is designed to help participants identify and manage workplace stress effectively. The program covers key topics such as understanding stress triggers, building resilience, and developing coping strategies for high-pressure situations. Participants will learn time management and prioritization techniques, utilize emotional intelligence to regulate stress, and explore methods for maintaining work-life balance. The program also emphasizes creating a supportive workplace culture, adopting healthy lifestyle choices for stress reduction, and using conflict resolution strategies to mitigate stress. By the end, participants will develop personalized action plans for sustainable stress management and improved well-being at work.

We at Concordia will be happy to customize any of these programs to align with your specific team or organizational need. To help us learn more about your need, please fill in one of the following forms as per relevance:

1. [Individual Learning Need](#) - If you are looking for one training program to be designed, developed and facilitated to any team
2. [Organizational Learning Need](#) - If you are considering a larger program/project approach for multiple learning needs based on your organizational learning and development goals.

Once we receive your inputs in the form above, our team will connect with you within 2 business days to set up a time with our experts to discuss next steps and share a proposed approach.