

# The Two Dimensions of Leadership for Individuals and Groups

François Héon presents two new conferences  
from his upcoming book

Over the last 60 years of research in management and psychology, one thing remains constant. Leadership, both at an **individual** and **group** level, can be defined as the ability to integrate two core dimensions: the **intentional** and **appreciative dimensions**.

Discover how to develop and apply these two key leadership dimensions on a personal and group level.

## *Conference 1* **Individual Leadership: Integrating Intentional Action and Appreciative Attention**

### **A conference to:**

- ✓ Understand how leaders are characterized both by their personal sense of direction and their capacity to appreciate the best in people and situations.
- ✓ Learn to develop your own intentional leadership and shape your projects and your life with your passions, talents and aspirations.
- ✓ Discover how appreciative leadership increases awareness and maximizes the potential of situations and people that surround you.
- ✓ Learn to use the dynamic interaction of the two dimensions and develop a leadership that is both courageous and humble.



“After 20 years of study and work in organizational psychology, I find that leadership is essentially about the capacity to integrate two core dimensions: the intentional and appreciative dimensions. Individuals and groups who have leadership use both.”

– François Héon

## *Conference 2* **Group Leadership: The Power of Shared Appreciation & Shared Intentions**

### **A conference to:**

- ✓ Understand how intentional and appreciative leadership are key dimensions of any group's performance, well-being and ethics.
- ✓ Explore different ways to develop intentional leadership in a group that is shared and truly engaging, whether for a short-term project team or a long-term partnership.
- ✓ Discover how appreciative leadership in groups contributes to cohesion, collaboration and collective intelligence.
- ✓ Learn easy-to-use strategies for change management and strategic planning based on the two dimensions of leadership.

To explore further:

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www.francoisheon.com

**Learn to develop your personal and group leadership  
with conferences that educate, enlighten, and inspire.**

“François is, without any doubt, a reference in the field of human resources: a leader, a speaker, an animator, an expert gifted with boundless creativity who knows how to touch people’s hearts... He knows how to grasp the meaning of organizational intentions, and how to bring out the best in each one of us.”



**Jean Bouchard, Industrial Psychologist**

Human Resources Development and Organizational Change  
DRHDC, University Hospital of Quebec (CHUQ)

“Mr. Héon was fully capable of adapting his conference on leadership to our own particular situation. He found eloquent and pertinent examples that related to our professional and personal lives. He is an attentive and stimulating conference leader.”



**Diane Lamarre,**

President of Quebec’s Order of Pharmacists

“When we needed someone to come talk to our Information Systems management team on the topic of authenticity, François Héon was strongly recommended to us. What better way to raise our awareness about authenticity than to be authentic oneself! This is what François offered us, with much success and in the most natural way. Since then, trust amongst team members has grown. In all authenticity, thank you, François!”



**Gilles Ricard, Information systems services**

Department of Information Technology  
Ministry of Culture and Communications.

## **ABOUT FRANÇOIS HÉON**

François Héon is a consultant, author, and conference speaker specializing in leadership and organizational development. He lives his passion for developing leaders and teams by working with partners in Quebec and internationally. He holds graduate degrees in Organizational Psychology and has been working in the field since 1994.

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