



FRANÇOIS HÉON

Organizational Development Consultant



## Leadership Development Services

Group Leadership  
Individual Leadership  
Conferences  
Online Assessment  
and Coaching

As a consultant specialized in leadership development, François Héon, M.A.Sc., Ph.D., combines his training in organizational psychology with 25 years of management and consulting experience to support the leadership development of individuals, groups and organizations in Canada and around the world.

### Group Leadership Seminar

**Offered In-person, Online and Mixed Formats:  
Half-day (3 hrs), Full-day (7 hrs) or Participative  
Strategic Planning, Mergers and Acquisitions**

The Group Leadership Seminar helps any group (e.g., board of directors, management team, groups of employees or delegates of all sizes) develop shared leadership by participating in a dynamic, positive and forward-looking strategy/team-building experience.

The Group Leadership Seminar proposes two primary methodologies in order to develop shared leadership:

1. The **Appreciative Assessment** helps any group become more conscious, confident and cohesive by appreciating the best which brings people together and drives them to achieve. This first step generates:
  - Collective learning.
  - Positive effects on belonging and cohesion.
  - Shared priorities and values.
2. The **Wall of Intentions** is an original methodology that helps any group identify common intentions and actions in a participatory and engaging manner.

Designed as a strategic and team-building meeting, the Group Leadership Seminar is aimed at natural teams or large work groups looking to define shared priorities and actions in an efficient and engaging way.

### Individual Development Workshops

**Five Workshops in Two Formats:  
3 hours and 7 hours**

#### 1. Leadership 101

This foundational workshop for all levels of leadership features cutting-edge content, including action-learning exercises to:

- Understand how leaders are distinguished by their sense of direction and their ability to appreciate and unite the best in people and situations.
- Learn to develop your own intentional leadership to better shape your projects and life with your passions, talents, and aspirations.
- Discover how appreciative leadership elevates your level of awareness and emotional intelligence and maximizes the potential of people and situations.
- Learn to leverage the interplay of the two key leadership attitudes and thus develop leadership that is both conscious and courageous.

#### 2. Leadership and Emotional Intelligence

The emotional intelligence of an individual or group has become more crucial than ever for their well-being and performance at work. We are emotions, and learning to master these vital forces is key to any leadership role. This training presents the different dimensions of the concept of emotional intelligence, in addition to incorporating practical exercises that allow for personalized learning.

#### 3. Leadership, Communication, and Managing Differences

Using the [\*Thomas-Kilmann Conflict Mode Instrument\*](#) (TKI) psychometric tool, this workshop aims to develop a better understanding and appreciation of different communication and conflict management styles within a group and within oneself. Practical exercises also provide personalized learning.

#### 4. Leadership and Recognition

This workshop aims to present the scientific foundations demonstrating the transformational power of recognition at the individual and group levels, and how each person can also awaken and develop their potential through recognition-based leadership. Practical exercises also provide personalized learning.

#### 5. Group Leadership

Leadership is a free and voluntary collective force that differs from command-and-control by being an exercise of power-with, rather than power-over, people and situations. The democratic leader unifies the voluntary forces of a group, serving a common will. Concepts of group dynamics and team building are presented, and reusable practical exercises are shared to develop team leadership skills.

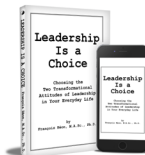
This workshop can also incorporate the [\*Myers-Briggs Type Indicator\*](#) (MBTI) psychometric tool, helping a team develop a better understanding and appreciation of personality differences and complementarities within the group.

## Conferences on Leadership

Organizational psychologist and consultant in leadership development of international reputation, François popularizes in a simple and practical way the best knowledge on leadership to support the creative potential of individuals and groups.

### 1. Leadership Is a Choice: Choosing the Two Transformational Attitudes of Leadership in Your Everyday Life

*Leadership Is a Choice* is a training conference for any person and any group wishing to learn simple and effective ways to flourish in their daily leadership.



Based on his latest book, *Leadership Is a Choice: Choosing the Two Transformational Attitudes of Leadership in Your Everyday Life*, François offers an interactive conference at the crossroads of management, psychology, philosophy and spirituality, which makes one experience and discover the transformational power of the two transformational attitudes of leadership, accessible to any person and any group.

### 2. Leadership and Spiritual Intelligence

Based on his two most recent books, *Leadership Is a Choice: Two Transformational Attitudes of Leadership in Your Everyday Life* (2023) and *The Yin and Yang of Leadership: A Theoretical and Practical Guide to Leading* (2021), this conference presents the two transformational attitudes of leadership as two perspectives that transform our experiences from within, enabling us to live a life richer in meaning, connection, and confidence in ourselves, others, and life. By integrating great spiritual wisdom with cutting-edge discoveries in science and consciousness development, this conference leads us to a deeper knowing and more animated action of who we are and who we want to become.



### 3. The Wisdom of Mary P. Follett: The Prophet of Management

A pioneer of management in the early 20<sup>th</sup> century, and called by none other than Peter Drucker as the prophet of management, this lecture presents Mary Parker Follett's major concepts, namely power-with and power-over, democracy and group work, constructive conflict and dynamic union, group decision-making and the law of the situation, leadership and the invisible leader, and the impressive relevance of these ideas to better self-organize as individuals and collectives.



#### Other conferences tailored to client requests:

- Transformational Leadership Today
- New Leadership Trends Today
- Emotional Intelligence and Leadership

## Online Assessment and Coaching

### Two Psychometric Instruments That Help Individuals and Groups Develop Their Leadership

I use two online psychometric instruments when desired:

- Myers-Briggs Type Indicator (20 min. to complete), which helps you better understand: your decision-making style, your organizational needs and those of others. The MBTI is a proven tool and particularly useful in the context of team building and integrating differences and complementarities within a group.
- Thomas-Kilmann Conflict Mode Instrument (15 min. to complete), which helps you better understand your communication and conflict management styles and those of others. It is also a tool that serves as a leadership diagnosis with its two key axes of self-affirmation and collaboration.

