



Let's Go!

Fall 2022
Issue #1

Updates from True North Implementation
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**In July 2022, Lisa
Seppala became an
Associate Certified
Coach (ACC) with the
International
Coaching
Federation!**



**See page 2 for more
information about
True North
Implementation's
coaching programs.**



Rainy Lake, Northwestern Ontario - Lisa Seppala, 08/22

Coaching Tip – Self-Reflection

- By Lisa Seppala, MBA, BComm, ACC, PHS (Adv Cert)

Do you remember those reports we needed to prepare about our summer exploits when we were in elementary school?

I sure do! They were full of highlights from family trips and adventures at the lake. I remember feeling proud to share them with my classmates.

Now, as an adult, the most recent events, positive or negative, tend to skew my current vision of myself. Sometimes, it's easy to forget accomplishments or learnings from only a few weeks ago, especially if it's been a challenging time. Sound familiar?

Because I'm in a leadership role, I find that being grounded in who I am and what I stand for is key for me to move forward, even when faced with obstacles. To maintain my course, I must be able to regroup and maintain positivity. With that in mind, I make time at the end of each month to reflect on three questions. (1) What am I grateful for? (2) What am I proud of? (3) What will I do differently in the future? I find this exercise inspiring as it encourages me to maintain a positive attitude that, in turn, impacts others at work and home.

If you don't have a practice of regular reflection, I encourage you to try it out. And, when you do, drop me a line and let me know how it made you feel at lisa@truenorthimplementation.com.

Leadership and Safety Culture 1:1 Coaching

Through coaching, True North Implementation empowers leaders to set and implement the needed vision and direction for their teams and organizations. Often this work covers topics such as: navigating change and growth opportunities, vision setting, leadership effectiveness, organizational influence, change management, system and program implementation, and improving corporate culture, including psychological and physical safety culture. Many leaders find that coaching helps them find their leadership voice and style and align work with their values.

Our coaching is offered in two ways.

- **Hourly coaching** on an ad hoc basis - helpful in working through specific challenges.
- **'Your Journey' Session Packs (3, 6, or 12 sessions, 1 hour each).** These bi-weekly, 1:1 guided sessions support exploration, goal achievement, and transformation. Resource materials are provided. 2-week lead time required.

Contact lisa@truenorthimplementation.com for pricing and availability, or book a free, no-obligation, introductory coaching session through this link <https://calendly.com/tniconnect/60min> to see if we're a match and to determine the best option for you.

Assessing interest: Psychological Safety Working Group – for Leaders (PILOT)

Creating and maintaining a psychologically safe workplace can be challenging, but organization leaders, at any level, are positioned to make a positive impact. If you're interested in learning how, why not join our facilitated Psychological Safety Working Group for Leaders?

- **Objective:** Helping leaders build skills and competency to improve psychological safety in the workplace.
- **Format:** 1-hour Zoom session, 1x per month, dates and time of day based on group feedback
- **Group size:** maximum 10 participants, plus the facilitators
- **Timeframe for pilot:** November to February (4 sessions)
- **Agenda:**
 - Short competency-focused presentation on a specific topic related to psychological safety
 - Team working session to discuss and apply learnings to real-life workplace challenges
- The number of topics is endless. Here are a few to get you thinking.
 - **Improving culture through leadership.** What do I need to do to improve psychological safety in my workplace? How can I build trust, honesty, and fairness with my team?
 - **Civility and respect.** How do I raise the level of respect and consideration that my team members show each other and external stakeholders?
 - **Involvement and influence.** What can I do to increase the level of influence and involvement of my team?
- **PILOT* pricing: \$20+G.S.T. per participant per session** (*Even though this is a pilot, it's expected you will gain new skills through your participation. Pricing will increase once the pilot phase is complete.)

Interested? Send lisa@truenorthimplementation.com a note. In your note, indicate the best day of the week for your participation, preferred time of day (early AM, during the workday, lunch hour, after work), and topics of interest. Let's see where this goes!

The Lighthouse (Fall) Series – Happy Hour Redefined – A Virtual After Work Event



Let's get together to become more empowered and, in turn, empower those around us better. Attendance is free.

Details to follow for those on the True North Implementation Lighthouse Series mailing list. If this is the first time you've heard of this series, then make sure you're on the list by emailing lisa@truenorthimplementation.com.

Registration for each monthly event opens at the beginning of the month. By invitation only.

Sep 28/22 - 4:30-5:30 PM (Pacific Time) - Aligning Work and Life to Your Values - Facilitator: Lisa Seppala

Understanding your values and learning to leverage them in your work and life can give you focus, power, and energy. Anchoring your actions with your values can also be inspiring for others. Join us to discuss ways to understand your values better and bring your professional and personal life into alignment.

Oct 26/22 - 4:30-5:30 PM (Pacific Time) - Building Resilience - Co-facilitators: Lisa Seppala, Patrice Rother

No doubt, our world is growing more complex, and rapid change is inevitable. So, how do you stay the course? Building resilience is key. Join Lisa and her co-facilitator, former colleague and yoga instructor, Patrice Rother, as we explore concepts and techniques to allow you to move forward in a world of distractions.

Nov 30/22 - 4:30-5:30 PM (Pacific Time) "What I've learned from being open to new experiences and having the courage to accept any outcome." Facilitator: Lisa Seppala, Guest: Moniera Khan

Join Lisa as she interviews her friend, mountain biker Moniera Khan. Moniera is brand new to mountain bike racing this year. She took on a challenging 3-day mountain bike stage race in Moab this spring and more recently rode the 100-mile course at Steamboat Gravel in Colorado. She's heading to South Africa this fall to take on another 3-day stage race. What led her to start racing at 54? What changes did she make to develop the fitness and endurance? How did she motivate herself to continue during the lead-up and the race? Moniera believes that ordinary people can do extraordinary things and that there is room on the start line for everyone. What would you do if you weren't afraid to fail? Join us and be inspired!

You heard it here first!

Lisa Seppala has joined the talent development platform GrowthSpace as a leadership coach. GrowthSpace's philosophy is that all employees deserve access to coaching, and they've built the platform and infrastructure to make it happen. Once you've checked out their website, <https://www.growthspace.com/>, if you're interested, talk to your organization about bringing GrowthSpace on board! It's scalable, and organizations of all sizes can benefit! "Bring out the greatness in every employee" - GrowthSpace