

Management

Caribbean Catalyst workshop inspires leaders



A diverse group of leaders participated in The Leadership Challenge Workshop. (GP)

Effective leadership is about knowing your strengths and weaknesses, and leveraging them for your organisation's success.

But leaders could face major obstacles if they underestimate the value their people add to achieving important targets.

These were two of the take-aways that the team from Caribbean Catalyst Inc. hoped participants in their recent The Leadership Challenge Workshop returned to their organisations with.

The November 16 to 18 Leadership Challenge Workshop is the first that Caribbean Catalyst has held since the COVID-19 pandemic. Another one is scheduled for March 2023.

Ideally suited for middle and senior level managers, the workshop is based on proven research by best-selling authors Jim Kouzes and Barry Posner, and focuses on the five practices of exemplary leadership:

- model the way
- inspire a shared vision
- challenge the process
- enable others to act, and
- encourage the heart.

Caribbean Catalyst Inc. managing director Rosalind Jackson, who along with senior consultant Althea Browne facilitated the workshop at Sandals, said her expectation was that after the session the participating leaders clearly understood their leadership strengths and were now better able to use them.

She stressed that it was also important for them to see where there was room for improvement "and to really just pull two of those things to work on first, and not make a list of 20 things they are going to do

and then do none".

"Sometimes we don't understand our strengths, and each style has its different strengths. So if you are a quiet leader who quietly influences, realise that's your strength, and maybe work with your direct report more one on one and not just en masse," Jackson said.

Browne said an important part of the workshop was the 360-degree assessment, where the leaders get well-rounded feedback from people at their organisations. This feedback was then assessed in the context of the five practices of exemplary leadership.

Focus on people

She said the workshop was a reminder to leaders "of the importance of their people in achieving objectives".

"Some leaders might focus only on, or think, their mandate is just to meet a particular goal or achieve a certain amount of money, but coming out of the workshop, I think persons were reminded of the importance of their people in meeting these objectives," she said.

"You cannot underestimate your people. You cannot be a leader of people and not focus on people – not focus on their development, not work with them to achieve their potential, not help them develop areas of improvement – you just cannot. There is so much potential within people that can help businesses grow once they connect with their most valuable resource," Browne asserted.

She added: "As people, we need to take time to improve our skills. Things are constantly changing, so we don't have all of the answers, but we need to take time to stop and



Caribbean Catalyst Inc. managing director Rosalind Jackson (FP)

reflect, maybe make some readjustments and then go again to ensure that we are effective and cutting edge.

"I really believe that this workshop is a great leadership tool for leaders, and it helps them not only to self-reflect, but also to connect with their people."

Some of the participants shared how much they benefit from the information shared by the Caribbean Catalyst team.

"The Leadership Challenge is focused training for leaders that gives them tools to make immediate change. It's a practical learning session with peers from various sectors; it definitely enables you to inspire others," Unicomer (Barbados) Limited credit manager Corinne Clarke said.

"Ros and Althea were an awesome pair. All material provided was clear, concise and easy to understand, including the video clips and PowerPoint presentations," SigniaGlobe Financial Group Inc. senior client services officer, Mona Griffith, added. (SC)



Caribbean Catalyst Inc. senior consultant Althea Browne (FP)



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