Leadership in Motion: Trends, Development and Coaching

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Leadership Circle



OUR PURPOSE

We exist to evolve the conscious practice of leadership, to steward the planet, and to awaken us all to our inherent unity.

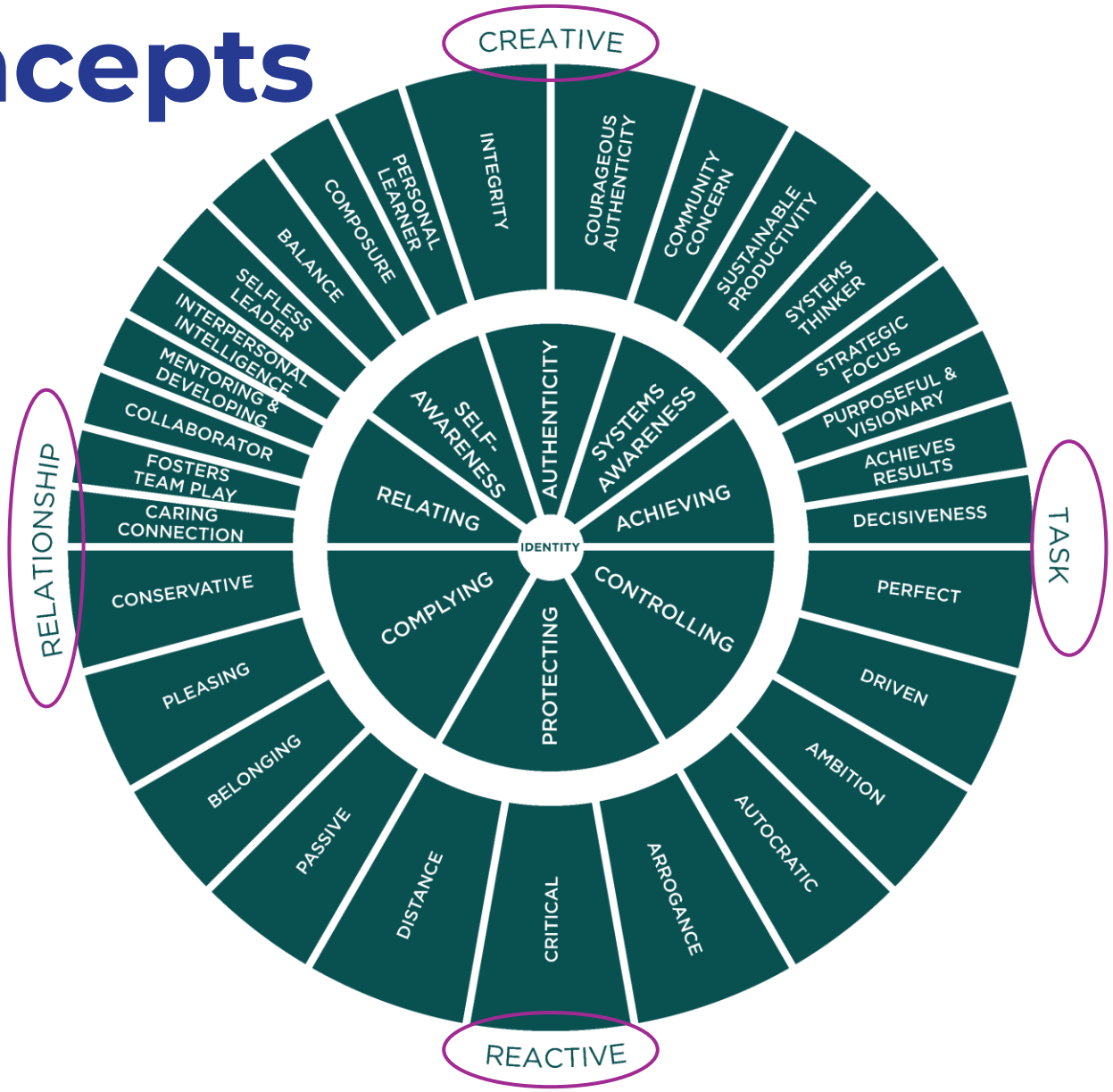
Reflection : 1 min

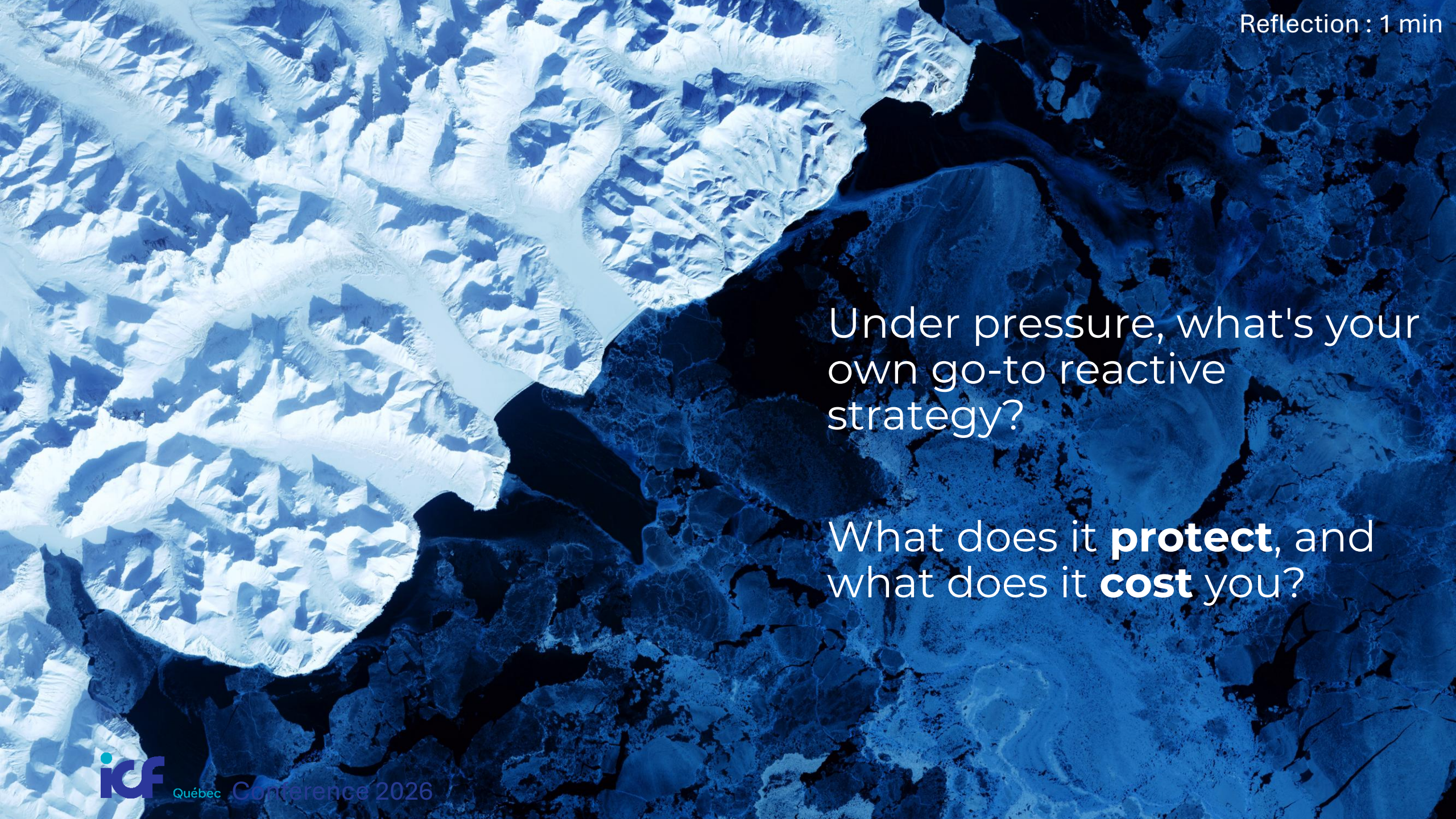
Think of a leader who brought out the best in you.

What exactly did they do?



Key Concepts

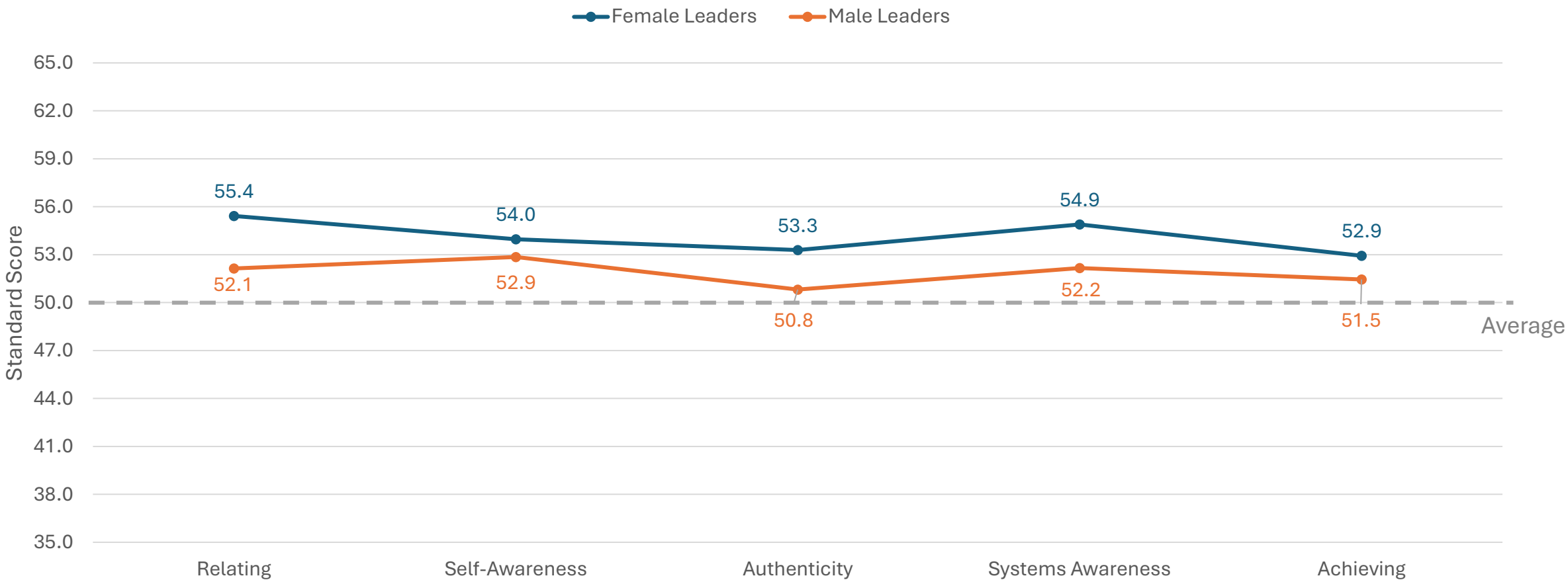



Reflection : 1 min
Under pressure, what's your own go-to reactive strategy?
What does it **protect**, and what does it **cost** you?
Québec
Conference 2026

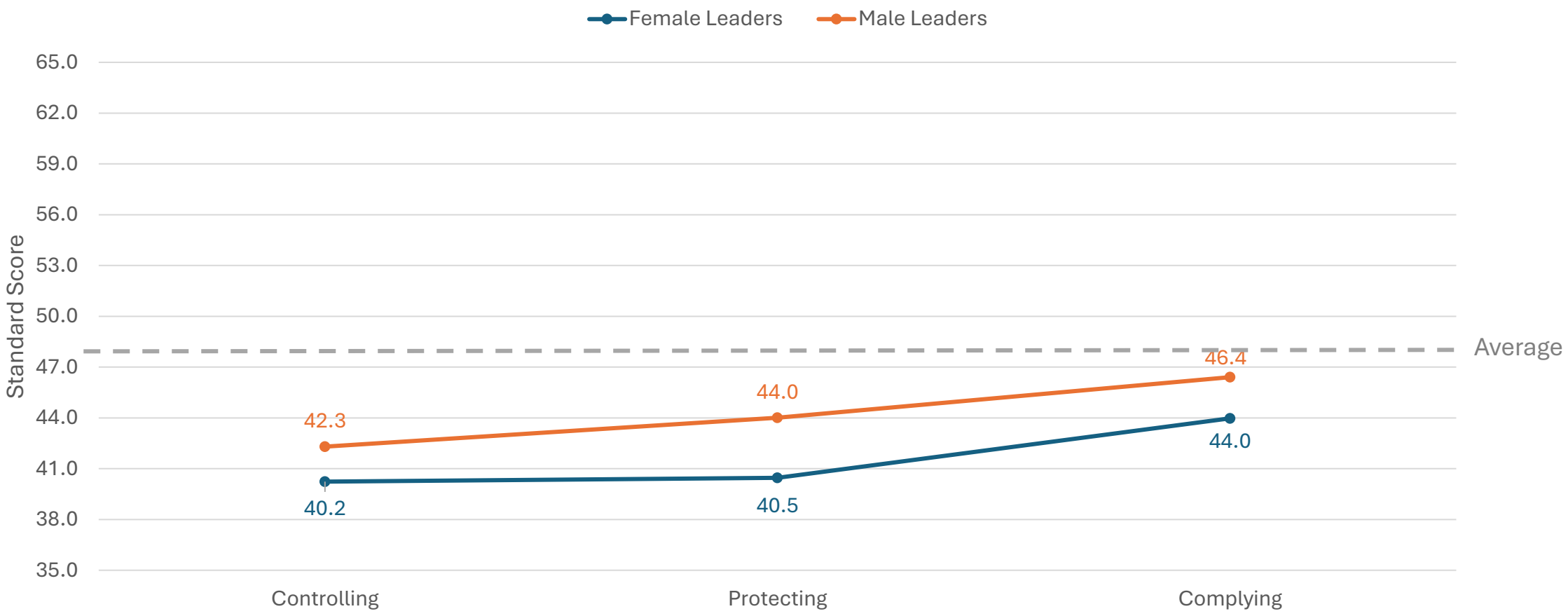
Part 1
Leadership in Canada
(2023-2026)



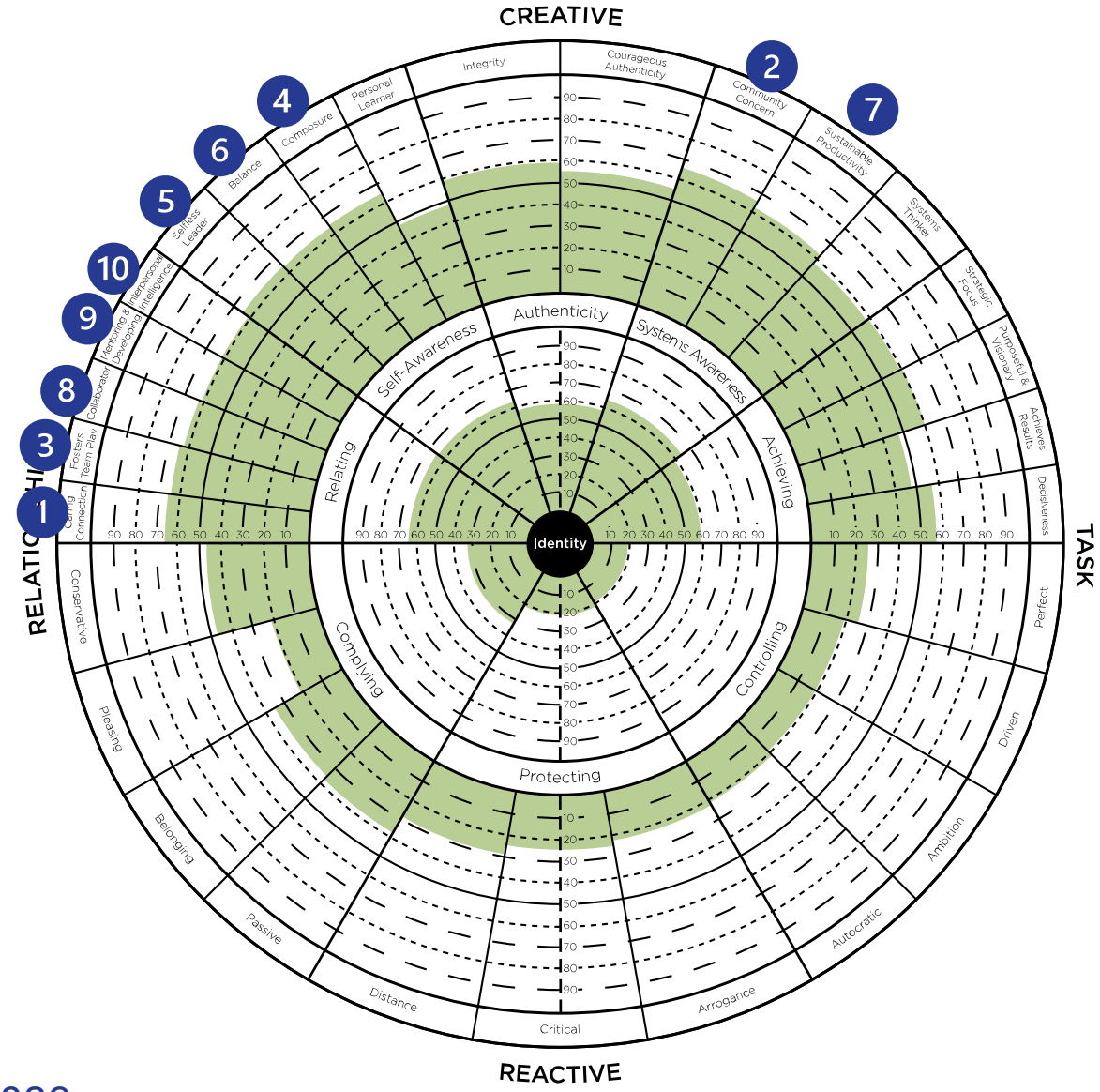
Differences in Creative Performance by Gender



Differences in Reactive Performance by Gender



Aggregate Profile of the Canadian Leaders
(2023-2026)



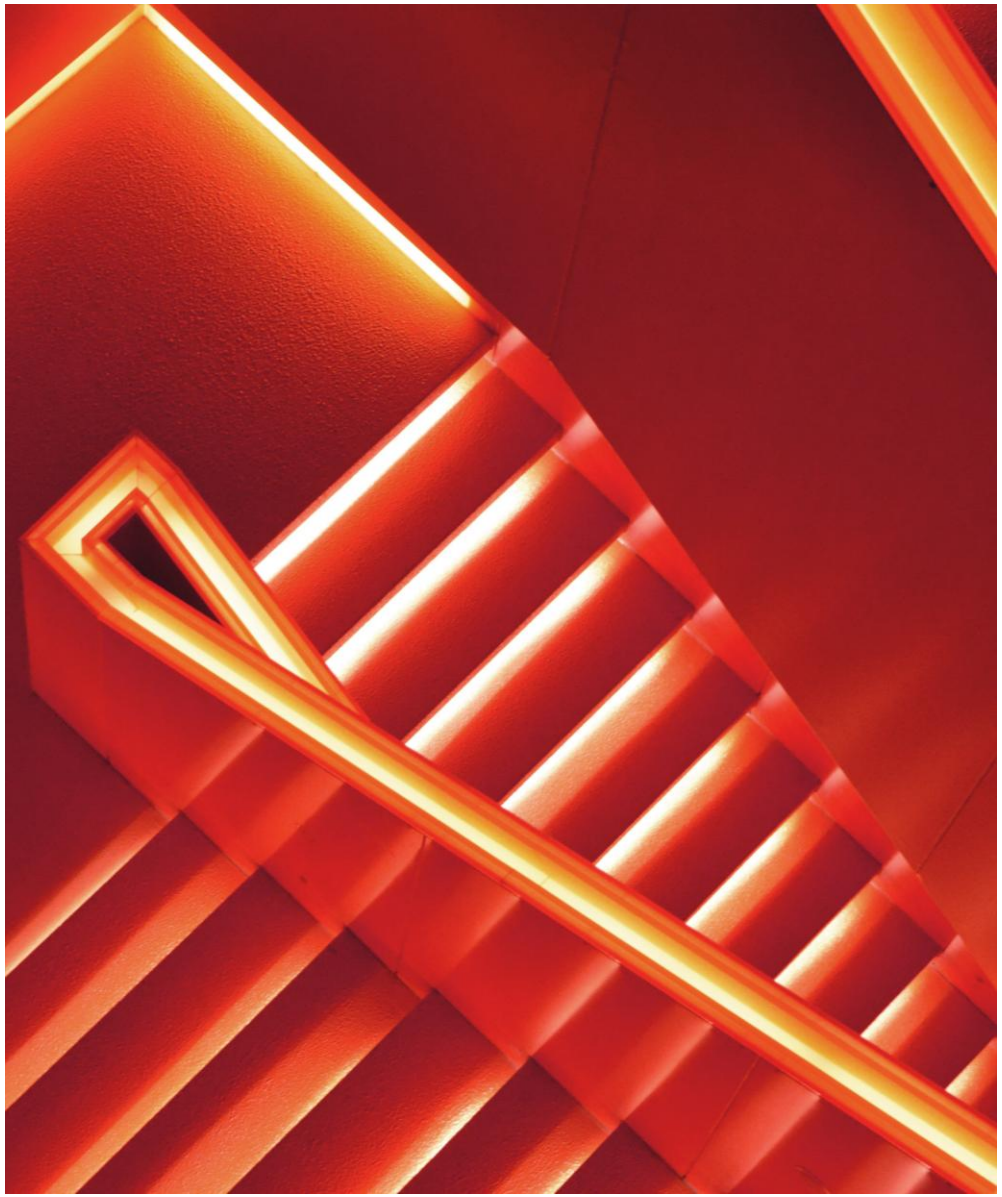
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From percentiles to Standard Scores…

- In your view, what is the **greatest strength** of Canadian leaders?

- And their **greatest challenge**?



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Strengths of Leadership on Canada
Standard Scores



Caring Connection

54 % of leaders score above average

Genuinely care about others and form warm and compassionate relationships. Show empathy for the concerns and struggles of others and are happy when they succeed.



Community Concern

53 % of leaders score above average.

Committed to making a positive contribution to internal and external stakeholders as well as the larger society and preserving the larger web of relationships from which the organization takes life.

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Lowest Performing Leadership Competencies

70% of leaders perform at the average or below average level on these dimensions.

Personal Learner

The extent to which leaders have a strong and active interest in learning and pursue becoming all they are capable of being – growing in self-awareness, wisdom, knowledge, and insight.

Achieves Results

The degree to which leaders are goal directed and have a track record of goal achievement and high performance.

What happens when a leader stop to learn?

Good intentions, but no results: What is the real cost to a leader, their team, and their organization?

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Greatest Challenge of Leadership
Standard Scores

Conservative

26 % scoring above average compared with the global norm group

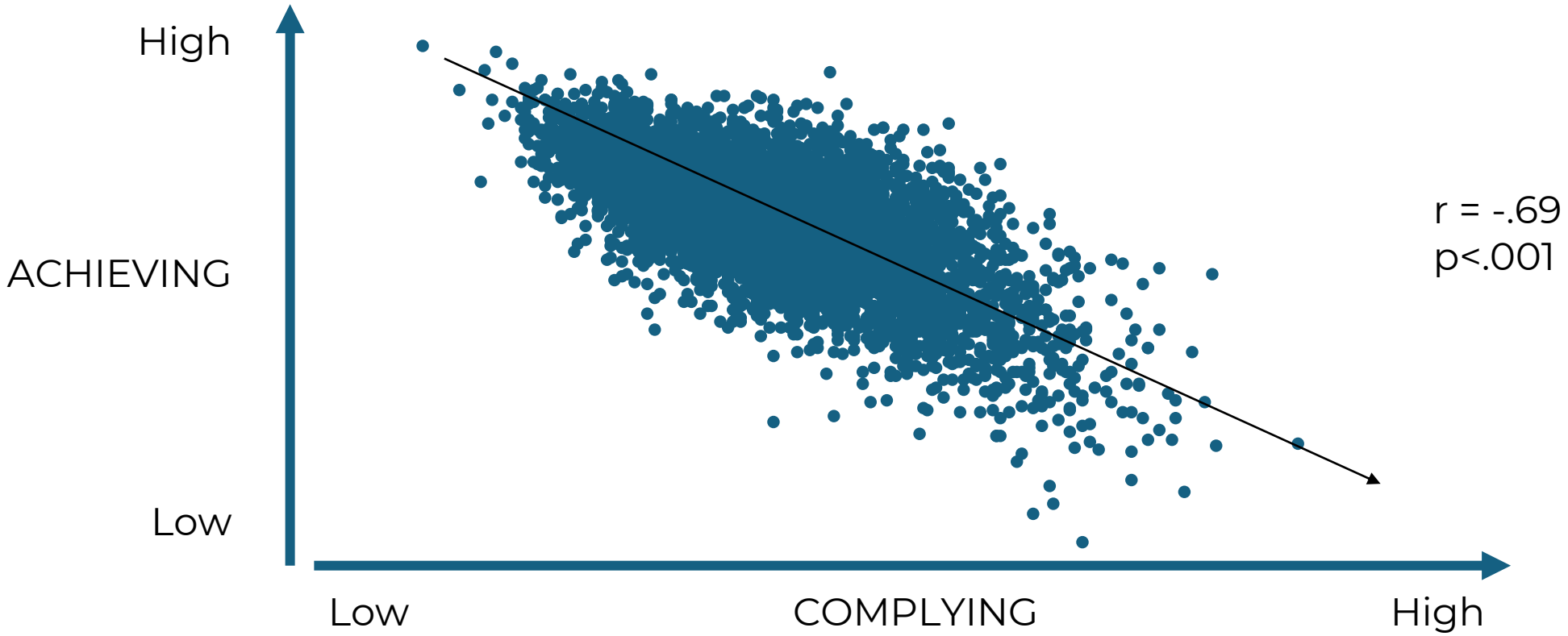
Motivate by urging conformity to procedures or standards and does not reward risk-taking; leads in too small a box.

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What happens when a leader cannot think “outside the box”?

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Canceling Effect





Where do you see 'not rocking the boat' (Complying, Conservative) in your clients or your organizations?

How do you coach it?

Part 2
The Evolution of Leadership in Québec
(2017-2026)



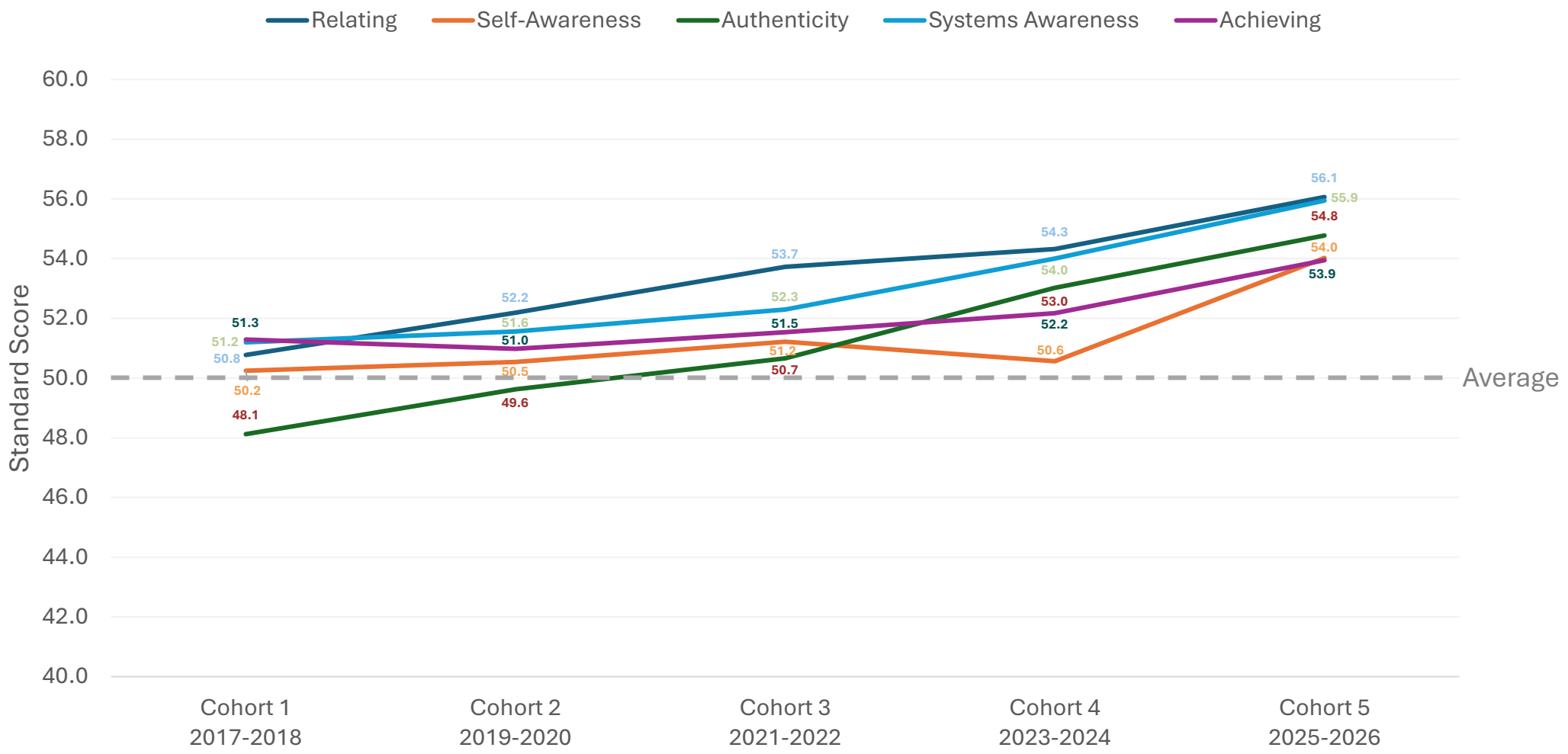
French Canadian Leadership Sample

1,904 Leaders completed the LCP since January 2017

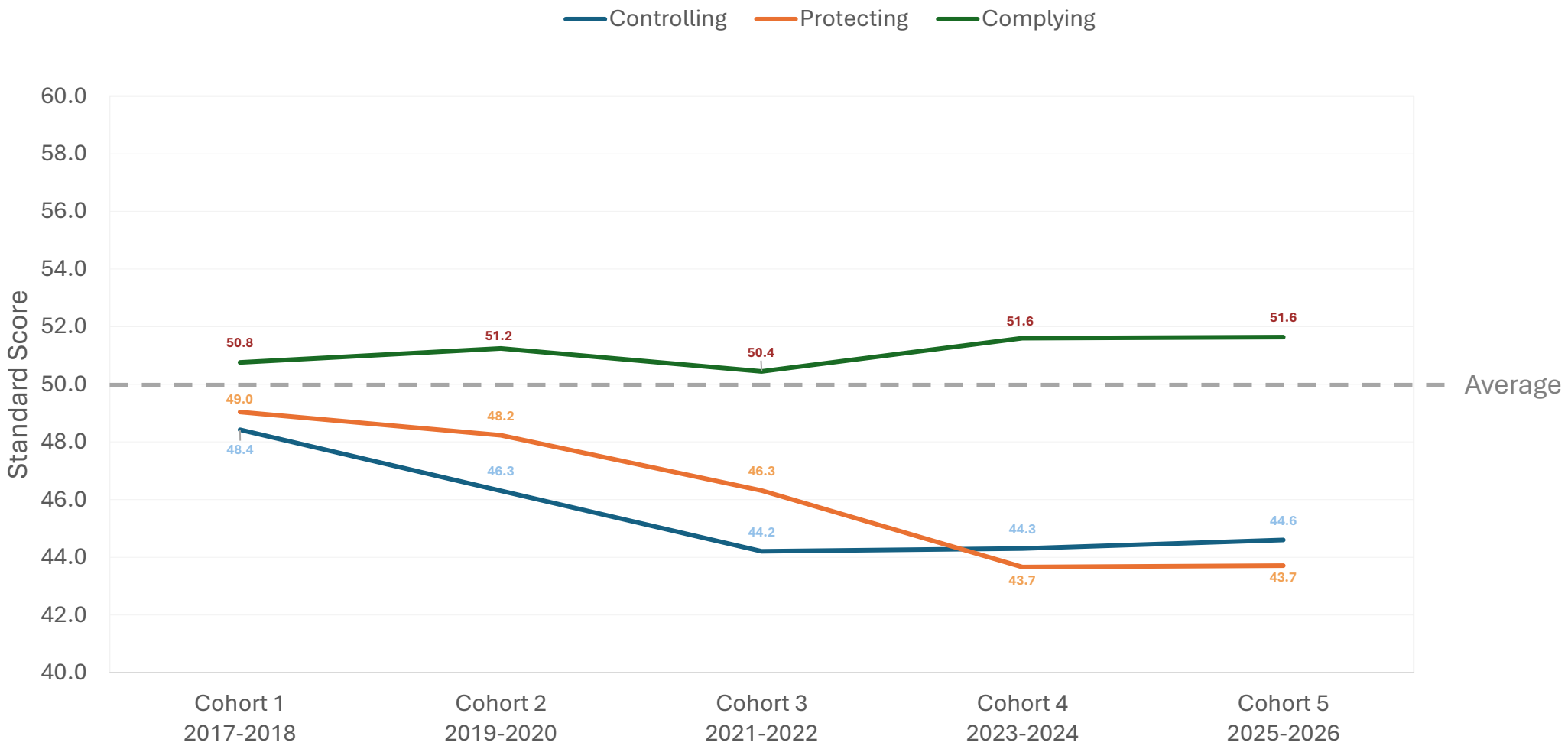
- Cohort 1: 115 completing during 2017-2018
- Cohort 2: 298 completing during 2019-2020
- Cohort 3: 268 completing during 2021-2022
- Cohort 4: 538 completing during 2023-2024
- Cohort 5: 685 completing during 2025-2026 (through the end of May)

27,495 Evaluators provided feedback on these leaders

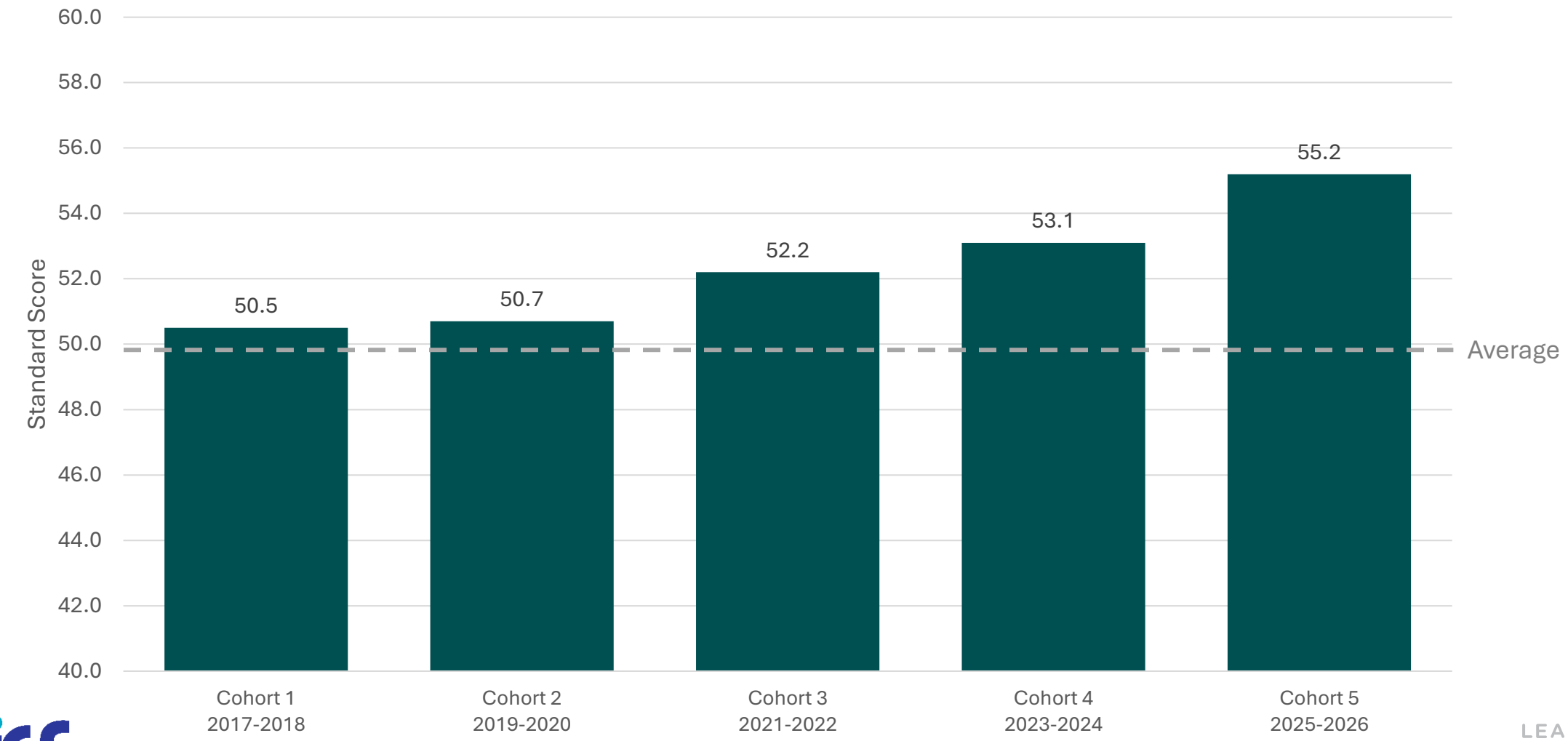
Creative Leadership Performance



Reactive Leadership Performance



Leadership Effectiveness based on the LEI



Leadership Effectiveness Questions

- I am satisfied with the quality of leadership that this leader provides.
- This leader is the kind of leader that others should aspire to become.
- This leader is an example of an ideal leader.
- This leader's leadership helps this organization to thrive.
- Overall, this leader provides very effective leadership.

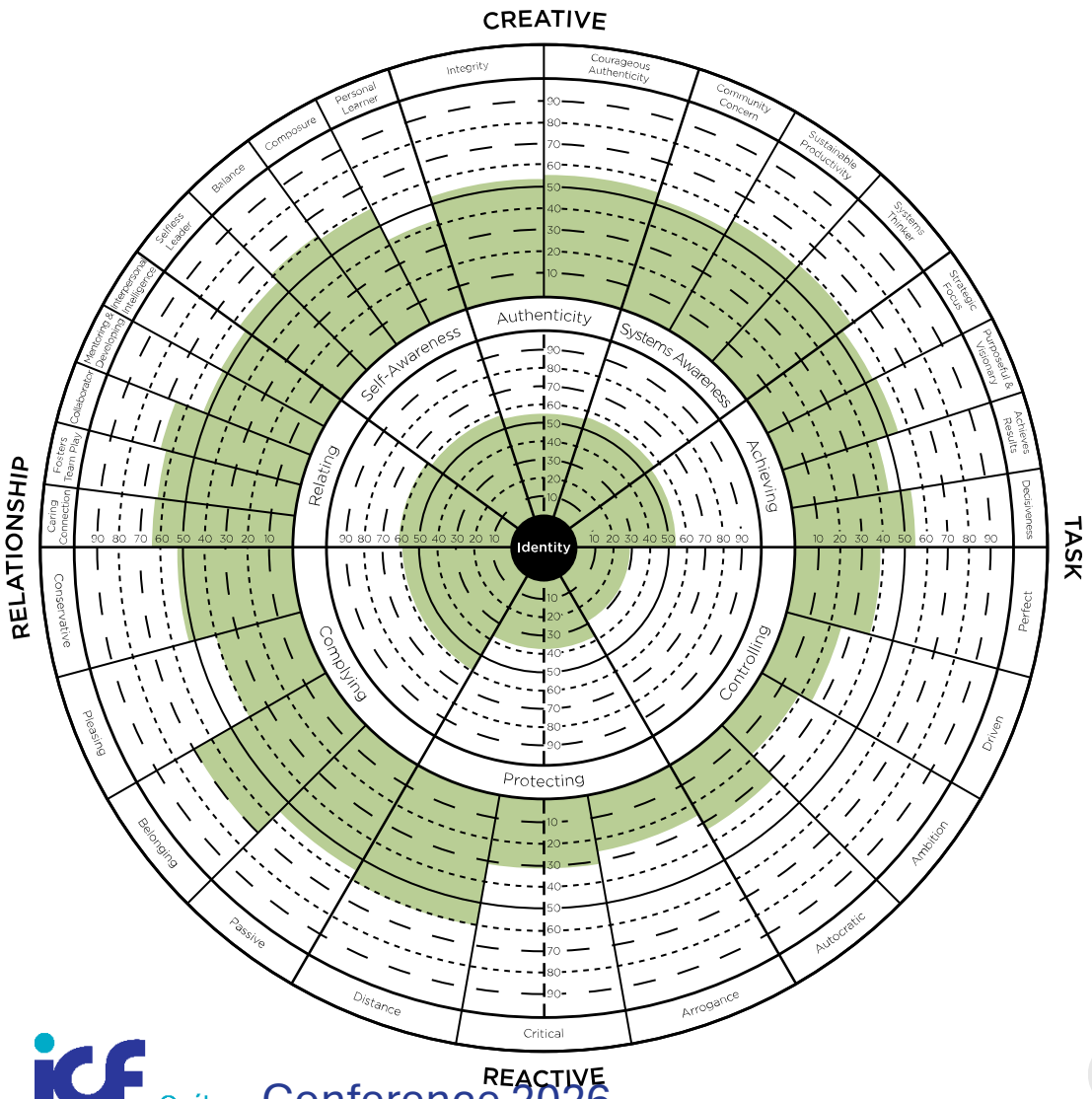

In your view, what explains this progression in Québec since 2017?

Part 3
The impact of Leadership development
(Québec, 2017-2026)

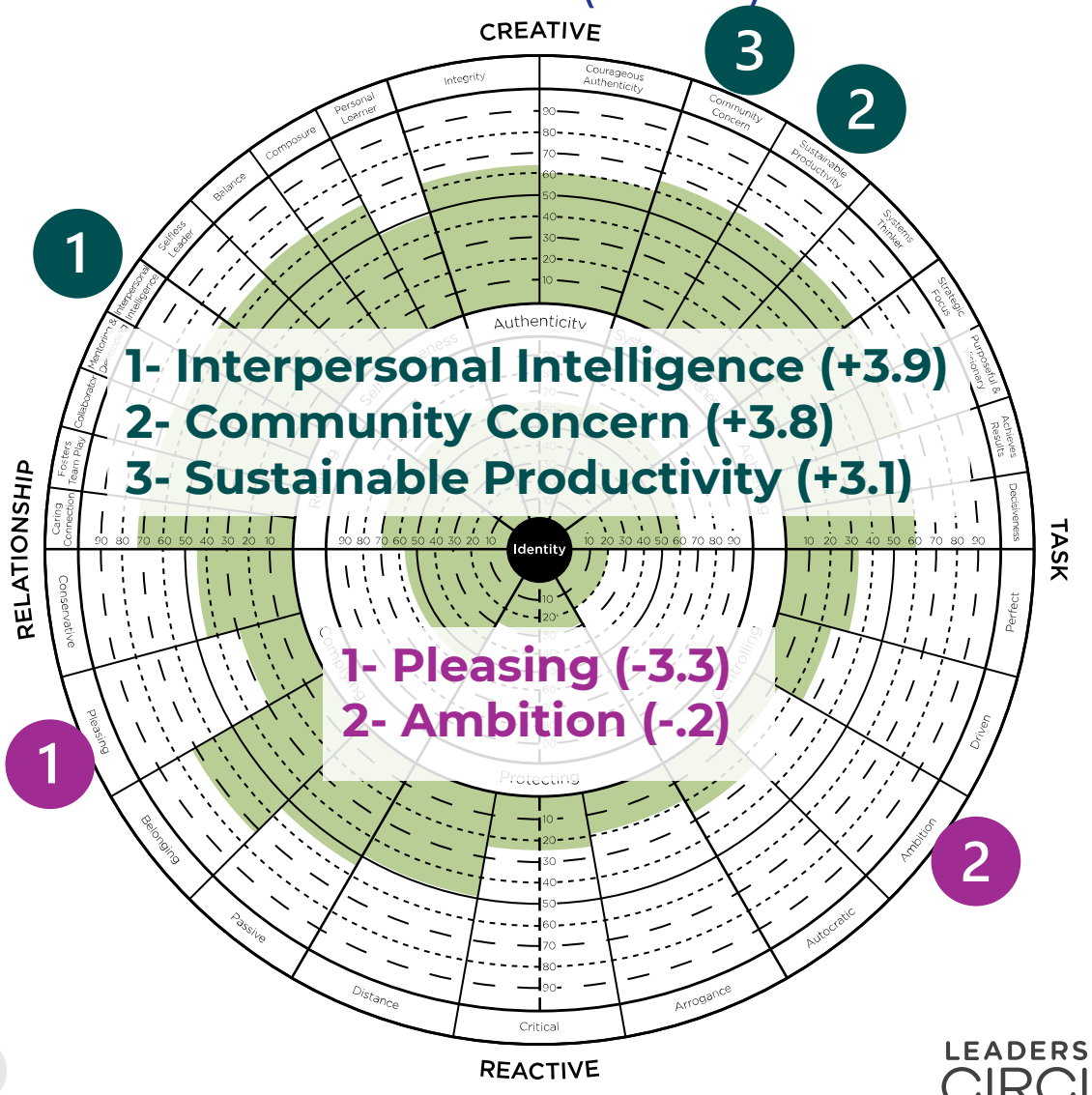


Retake: meaningful differences

Take (n=93)



Retake (n=93)

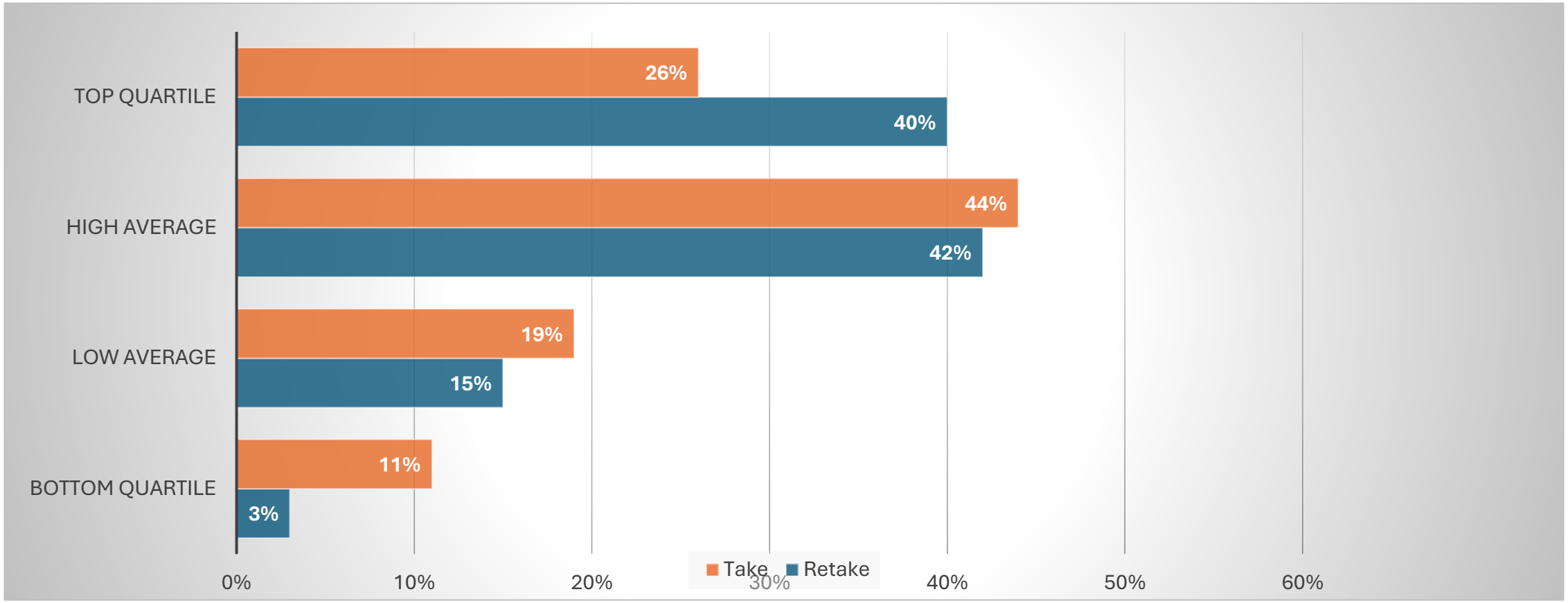


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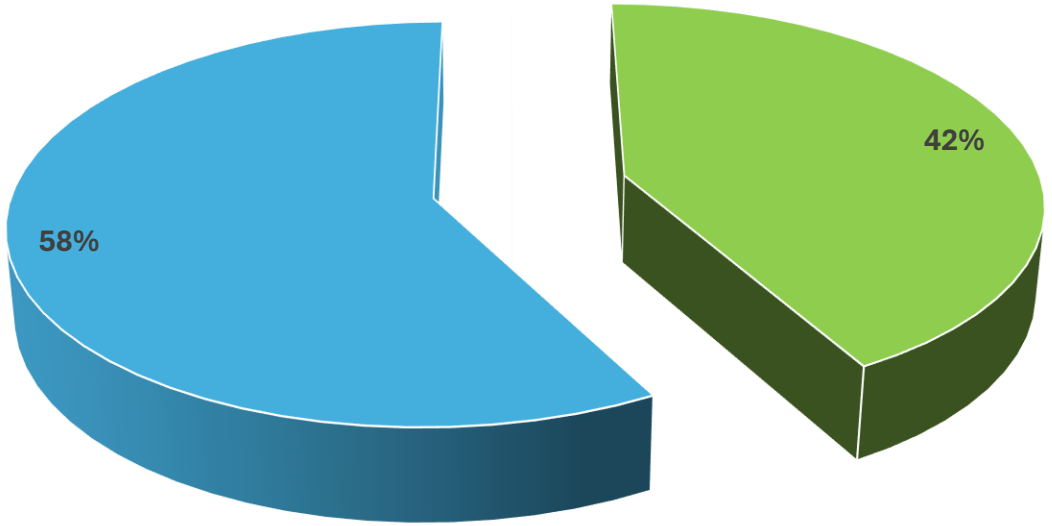
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Change in Leadership Effectiveness

Average Leadership Effectiveness Score:
Take = 60th percentile, Retake = 68th percentile



Analysis of the Most Improved Leaders

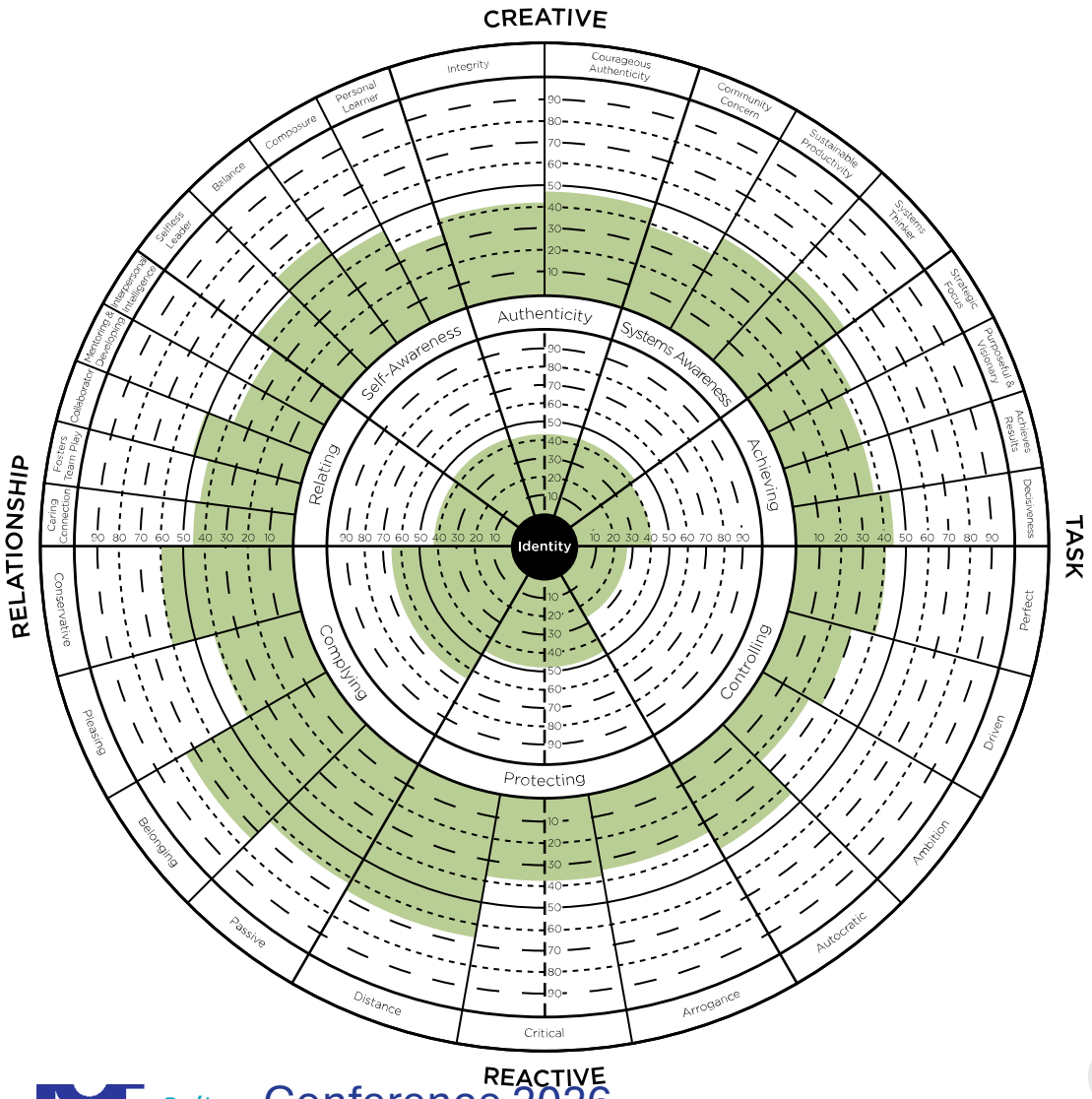


Leaders demonstrating noteworthy changes in the way they show up as leaders

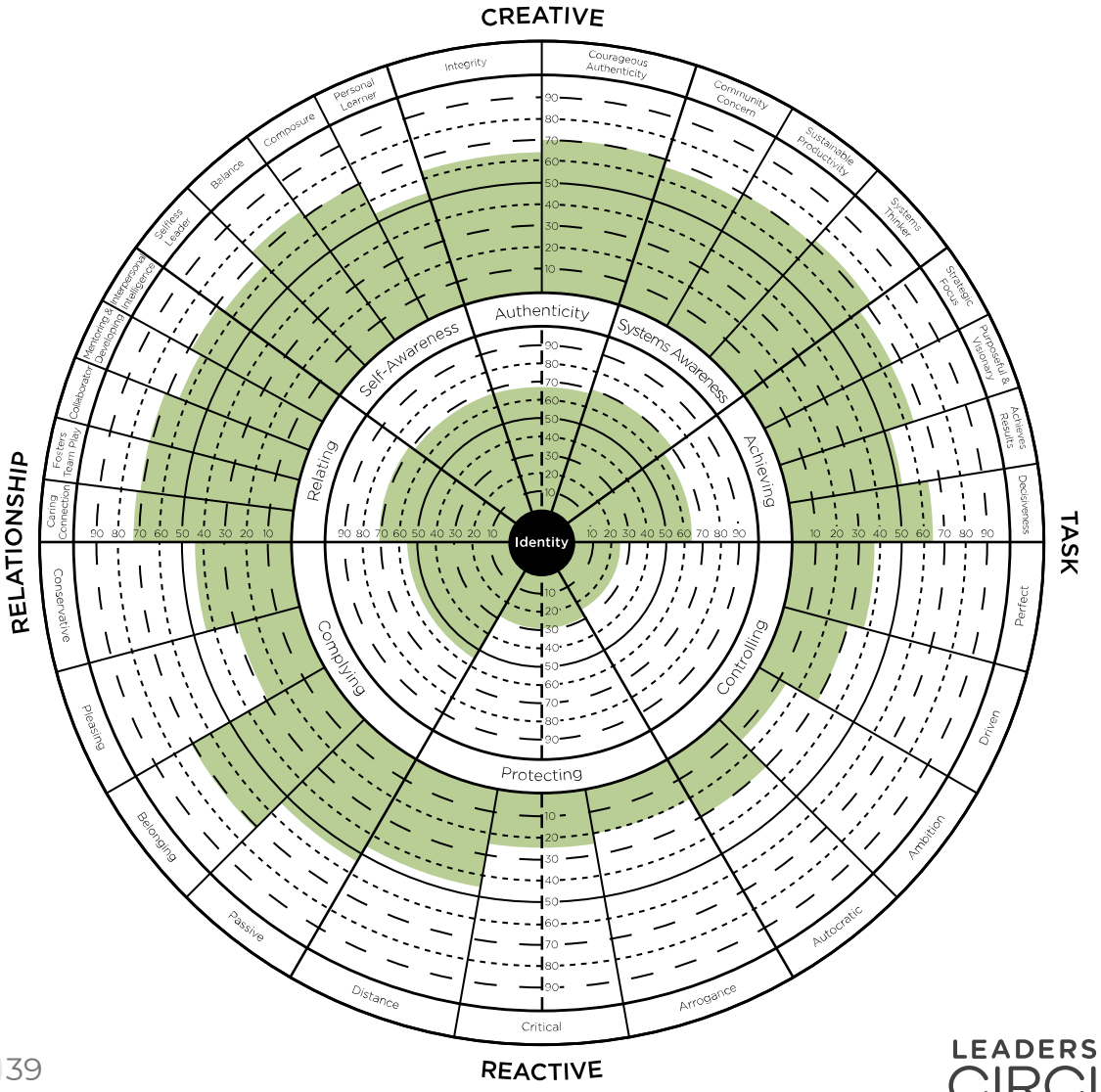

What do you think changed the most in the leaders who improved the most?

LCP Retakes: 39 leaders with significant progress in their leadership

Take (n=39)



Retake (n=39)



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LCP Retakes: Le most significant progress (n=39)

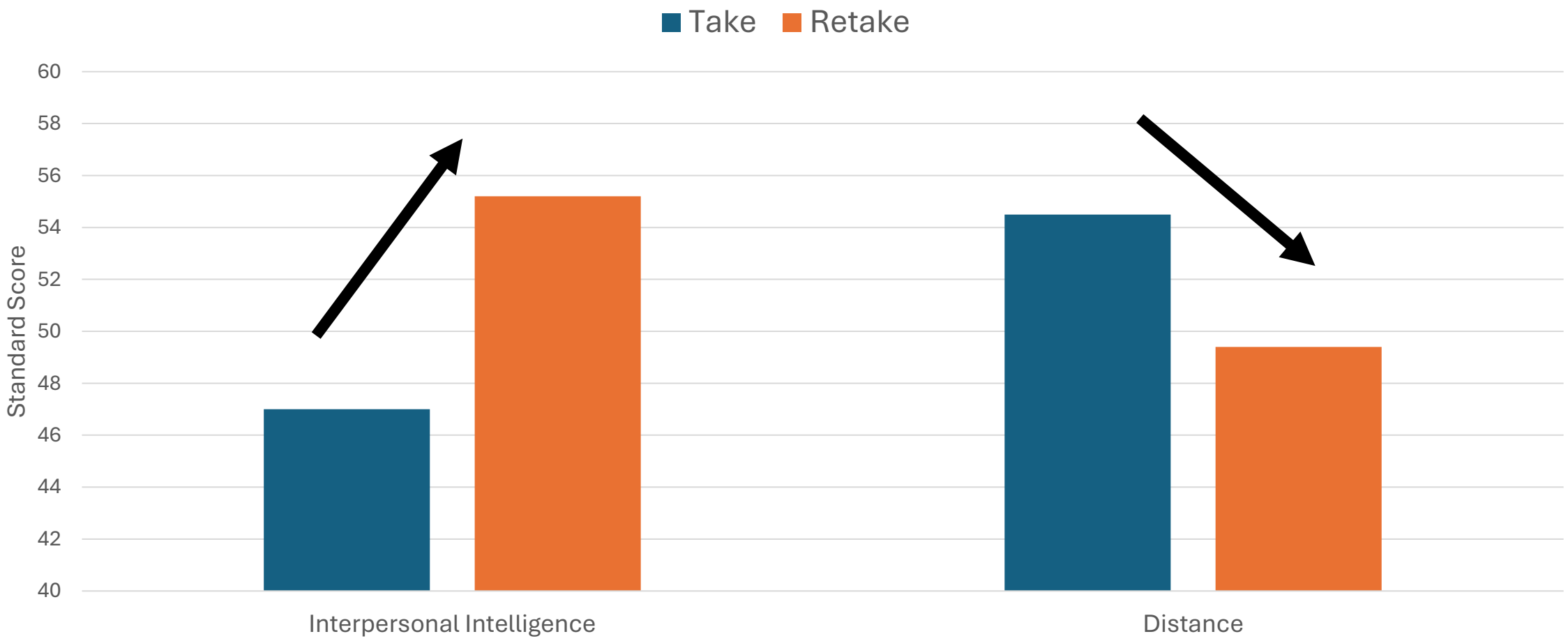
Standard Scores

Interpersonal Intelligence 10% of leaders score above average → **Interpersonal Intelligence** 62% of leaders score above average

Fosters Team Play 33% of leaders score above average → **Fosters Team Play** 69% of leaders score above average

Distance 51% of leaders have elevated scores → **Distance** 33% of leaders have elevated scores

Key Leadership Progression Levers





Diad : 8 min

Moving from **Distance** to **Interpersonal Intelligence**: how do you support your clients through that shift?

And where does Distance show up in your own coaching

Leadership in Motion:
Trends, Development and Coaching

- ✓ Canadian leadership is fundamentally **relational**.
- ✓ **Complying** is the most persistent limiting tendency, both in Canada and in Quebec.
- ✓ In Quebec, **leadership effectiveness** has improved significantly since 2017.
- ✓ **Leadership coaching** delivers measurable results.
- ✓ For coaches, a key development opportunity is moving from **distance to interpersonal intelligence.**

Post-it reflection:

Key take away from this conversation?