



# Advanced Supervisor Essentials Online Course

October 14, 21 and 28, 2025  
10 – 11:30 a.m. PST

Are you a manager or supervisor with leadership experience who would like to expand your skillset as an effective leader? Register today for the Advanced Supervisor Essentials Course and enhance your leadership vision to foster resiliency and lead with presence. You'll learn to lead with a coach approach to engage and support your team. You will be encouraged to explore approaches to conflict management to improve collaboration, inclusion, and psychological safety at work. Discover new strategies to cultivate a positive work environment, encourage growth within your team, and foster connectivity across differences.

**Course Format:** This online course utilizes blended learning, combining self-paced activities with three 90-minute facilitated online webinars with Q&As and an overview of the assignments. Participants attend the webinars, review additional self-paced content, and complete their assignments for each session. See detailed session descriptions below.

- **October 7** - Pre-work available on Moodle
- **October 14** - First webinar and assignment
- **October 21** - Second webinar and assignment
- **October 28** - Third webinar and assignment

**Cost:** \$704 LGMA Member + GST; \$808.50 Non-member + GST

**Registration:** [Register online](#) by **September 30<sup>th</sup>, 2025, by 4:30 p.m.** Registration is limited to local government professionals.

**Instructors:** Kathy Andrews and Molly McGuire, Cinga Leadership & Learning

**Cancellation Policy:** No refunds will be provided after September 30.

**Digital Release:** *Photos of participants may be used for the purposes of LGMA educational and promotional material and publications, including future website or social media materials and promotions. Please email [office@lgma.ca](mailto:office@lgma.ca) if you DO NOT CONSENT to your image being used for this purpose.*

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## **Course Outline**

### **Module 1: Leading Authentically (Online Webinar: 90 minutes / pre-and post-work: 30 – 60 minutes)**

In this webinar, participants will explore the following key topics:

- Leading through vision and values
- Leading with energy and resiliency
- Modelling self-care
- Achieving leadership presence
- Connect authentically and inspire others

### **Module 2: Leading with a Coach Approach (Online Webinar: 90 minutes / pre-and post-work: 30 – 60 minutes)**

In this webinar, participants will explore the following key topics:

- Fostering a growth mindset within individuals and your team
- Why and when leaders coach and the benefits of coaching
- Foundations of a coaching mindset
- Introduction and discussion of a coaching model
- Practical skills and application

### **Module 3: Leading Through Conflict (Online Webinar: 90 minutes / pre-and post-work: 30 – 60 minutes)**

In this webinar, participants will explore the following key topics:

- Identify personal values, beliefs, and attitudes that may influence conflict in the workplace
- Strategies that will contribute significantly to effective conflict resolution
- Principles of conflict resolution that support obtaining a collaborative outcome
- Develop tools and knowledge that will help to build rapport and psychological safety
- Nurturing an inclusive and diverse working environment

## INSTRUCTORS



**Kathy Andrews**  
**Managing Director, Cinga Leadership & Learning**

Kathy is an accomplished organizational development and leadership consultant with over 20 years of experience in private, public and non-profit sectors. Kathy works with individuals, teams and organizations to align business strategy and culture, through the design and delivery of high-impact people programs.

Kathy has developed and implemented integrated leadership curricula that include executive assessments, coaching and progressive learning models. She has guided numerous successful organization design and change initiatives and has held senior human resources positions at several global organizations including in the US, Canada, Europe, South America, Trinidad, New Zealand and Egypt.

She holds a Master of Arts Degree in Leadership from Royal Roads University, a Bachelor of Social Science Degree from Rhodes University in South Africa, and a Provincial Instructors Diploma program from Vancouver Community College. She is a proud member of HRMA and the BC Organization Development Network.



**Cara McColman, MSc (she/her)**  
**Senior Learning Partner, Cinga Leadership & Learning**

Cara brings over 20 years of experience in leadership development and corporate learning to her role as Senior Learning Partner at Cinga. Her career has spanned Canada, Japan, and the UAE, where she has designed and implemented successful training programs, eLearning initiatives, and learning solutions across public, private, and non-profit sectors. She has also facilitated a wide variety of courses across leadership, communication, culture, technical training, and team development.

With a Master of Science (MSc) in HR Management and Training, Cara specializes in instructional design, facilitation, eLearning development, and adult learning. She has worked across diverse industries including government, emergency communications, police, transportation, hospitality, tech, marketing, and aviation—always with a focus on creating programs that drive measurable results. A learning data specialist, she is passionate about demonstrating training ROI and ensuring learning directly supports business outcomes.

Cara is also a Wiley Certified Partner and authorized facilitator of Everything DiSC® and The Five Behaviors of a Cohesive Team®. Whether leading leadership workshops, designing blended learning strategies, or delivering engaging in-person and digital training, she brings both content mastery and a deep commitment to effective learning experiences.