



# Leadership Communication

## Solutions Guide

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*Learning Experiences Provided in Collaboration with*

**THE  
HUMPHREY/  
GROUP**

# We develop leaders who inspire.

**The Comvia Group** is comprised of senior executives, communication experts, educators, and entrepreneurs — all with deep communication expertise and a passion for helping others. We have coached and trained countless business leaders — helping them get their messages heard, convince stakeholders, become better presenters, improve interpersonal relationships, and inspire high-performing teams.

We are a fully licensed provider for **The Humphrey Group**. For more than 35 years, The Humphrey Group has developed leaders to be better, more inspiring communicators. Its singular focus on leadership communication guarantees an unparalleled depth of expertise and excellence drives innovative solutions that stand out in the industry.



*Your group worked hard to understand how we want our leaders to communicate, and then tailored programs to meet our specific needs for those skills.*

- Chief Learning Officer, Financial Industry



# Communication is the key to unlocking leadership potential.

When leaders communicate effectively, your organization and employees benefit.



## **/ Enhanced Engagement**

Effective communication helps employees understand goals and roles and gives them a voice.

## **/ Increased morale**

Increased engagement also leads to happier employees and higher overall job satisfaction.

## **/ Fewer Conflicts**

Better communication leads to better understanding and clarity.

## **/ Reduced Turnover**

Happier, more engaged, better-connected employees are less likely to leave.

## **/ Better Collaboration**

Improved communication can foster increased trust, mutual respect, and better working relationships.

## **/ Higher Productivity**

When employees have clear direction, higher engagement, and less conflict, they have more time to focus on the work that matters.

Source: [The Humphrey Group](#)



A woman with long, wavy brown hair is the central figure, looking directly at the camera with a slight smile. She is wearing a black high-neck top and a white cardigan. She holds a tablet in her hands. The background is a blurred office environment with other people working.

# Our Solution

the  
**comvia**  
group

THE  
HUMPHREY/  
GROUP



# Solutions for All Your Leadership Communication Training Needs

Leadership communication training solutions can help you solve a variety of challenges. We are licensed to deliver The Humphrey Group's full portfolio of solutions, which can help your leaders with the following needs:



Storytelling  
Skills



Presentation  
Skills



Exchanging  
Feedback



Hybrid Team  
Building



Increasing  
Self-Awareness



Building  
Inclusivity



ERG-Specific  
Training

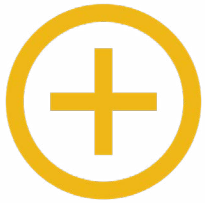


Diversity, Equity  
& Inclusion



# Available Solutions

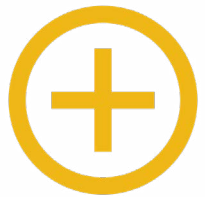
Our learning experiences empower leaders and people in the workplace to be more reflective, connected, persuasive, and inspiring through better communication skills and habits.



## Leadership Communication Training

Inspiring communication is the key that unlocks the leadership potential in all of us. Leadership communication solutions are centered around three key skillsets essential to all leaders:

- Reflection – Looking inward to build self-awareness and an authentic leadership identity.
- Connection – Building trust and strong relationships.
- Persuasion – Inspiring action through persuasive communication.



## Diversity, Equity & Inclusion Training

Diversity, equity, and inclusion (DEI) is a core leadership skill that should be a part of every leadership strategy. DEI training solutions are focused on two key components: creating an inclusive environment and empowering equity seeking groups.

- All Leaders – Everyone benefits when leaders learn how to use communication to create inclusive, supportive environments.
- Employment Equity Groups - Provide leaders with the opportunity to develop new skills in a safe, trusting environment where they can connect with, and learn from their peers.







# Leadership Communication Training

## Signature Learning Experiences

Each our proven Signature Learning Experiences is an interactive, engaging learning environment that provides participants with simple, replicable tools and models they can implement right away.

### Authentic Leadership™

Enable your leaders to build an authentic leadership brand when they clarify their core convictions and learn to adapt communication, so it aligns with their values and the needs of their audience.

### Inclusive Leadership™

Foster a culture of belonging when you give your leaders the knowledge and tools to develop an authentic commitment to building inclusive environments through their words and actions.

### Communicating in a Hybrid World™

The new world of work requires a new approach to inspiring communication. Leaders learn how to build inclusive, engaging hybrid teams and elevate their virtual presence.

### Inspiring Feedback™

Fuel a performance-based culture where motivated employees thrive when leaders learn to use a structured model for giving and receiving feedback.

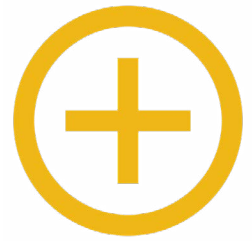
### Speaking as a Leader®

Motivate, inspire, and align teams when leaders learn to leverage the power of the spoken word. Leaders will gain the ability to speak with clarity and confidence in any situation.

### Presenting as a Leader™

Leaders learn to craft and deliver powerful presentations by blending an audience-centered message with engaging delivery and meaningful supporting visuals.

# DEI Communication Training



## Signature Learning Experiences

Each of our proven Signature Learning Experiences is an interactive, engaging learning environment that provides participants with simple, replicable tools and models they can implement right away.

### Taking the Stage®

Address the common challenges facing women leaders today in this purpose-built space for women to develop their leadership and communication skills together.

### Inclusive Leadership™

Foster a culture of belonging when you give your leaders the knowledge and tools to develop an authentic commitment to building inclusive environments through their words and actions.

## Customized Learning Experiences

Customized Learning Experiences enable you to tailor the learning specifically to your needs. Each of our DEI programs target the needs of a specific employee equity group and is developed and delivered by professionals from that equity group.

### Enabling Leaders™

*A purpose-built development space for leaders with disabilities.*

### Proud to Lead®

*A purpose-built development space for LGBTQ2+ leaders.*

### Visible Leadership™

*A purpose-built development space for BIPOC leaders.*





# Spark the Learning with Tailored Add-On Modules

Tailor any learning experience to your specific needs with Spark Add-On Modules. Each module can be easily added to a Signature or Customized Learning Experience to enhance your leaders' learning and growth.



## Active Listening

Learn how to listen more deeply and demonstrate to others that they've been heard.

## Leadership Brand

Reflect on who you are as a leader and develop an audience-centered leadership brand.

## Receiving Feedback

Learn to receive feedback—both positive and constructive—with an open, growth-oriented mindset.

## Communicating as an Ally

Learn how and when to stand up for others and bring them into the spotlight.

## Leadership Mindset

Move beyond your subject matter expertise shifting from information to inspiration.

## Relationship Building

Build strategic, authentic relationships to accomplish critical work.

## Giving Feedback

Deliver high-quality feedback that reinforces the best in a person and helps them adjust behaviors.

## Leadership Presence

Learn how to harness your unique charisma to connect with any audience.

## Storytelling for Leaders

Use message-driven stories to inspire and motivate your audience to take action.

## Impromptu Communication

Learn how to communicate in the moment with intention and impact.

## Build Inspiring Presentations

Learn how to apply simple principles to create clear, beautiful and meaningful visuals.

## Leader's Script

Learn a simple structure to deliver inspiring messages.

## Handling Q&A

Learn how to navigate question and answer sessions with ease.



# Flexible Options for Every Need

Multiple delivery options enable you to meet the needs of every leader, from the C-Suite to the mid-level, down to the front-lines.

## Here's How:

We deliver	You deliver	Self-directed
<p><b>Training program:</b> Our expert facilitators deliver training through Signature Learning Experiences and tailored add-on Spark modules.</p> <p><b>Coaching:</b> 1:1 and group coaching pair leaders with a member of our network of experienced coaches to create a highly personalized development experience, targeted to leaders' specific needs.</p>	<p><b>Licensing:</b> Many of our Signature Learning Experiences are available as Enterprise Learning Experiences. Program content and designs are licensed for delivery by your in-house facilitators.</p>	<p><b>Self-Paced Learning:</b> More information coming soon.</p>



*Your training and tools have improved my communication skills and greatly benefited me in my career journey.*

- Director, Life Sciences Industry



# Leadership Coaching

Leadership Coaching is a highly personalized process that pairs your leaders with one of Comvia Group's experienced coaches to address specific challenges. We offer coaching solutions for individuals and teams.



## Personalized Coaching Journey

A highly personalized experience, ideal for leaders who need hands-on partnership and support developing their leadership communication skills. Every coaching journey is tailored to the unique needs of the coachee, but a typical journey includes goal setting, assessments, and conversations with the direct manager, in addition to 1:1 coaching sessions throughout. The entire process is dedicated to setting and reaching attainable goals that drive significant impact.



## On-Demand Coaching Bank

For groups and teams seeking hands-on leadership communication support, a coaching bank provides a number of hours that members can leverage on an as-needed basis. Whether team members need 1:1 support to prepare for a large speaking engagement, advice on how to improve specific skills, or help adjusting behaviors that aren't serving them, a coach is always willing to help.



# Why Comvia Group?

Founded by Michael Piperno, an expert with decades of experience as an educator and communication strategist, Comvia Group is dedicated to supporting you and your organization through every step of your development journey. In fact, this promise is the foundation of our identity, as Comvia is Latin for com, meaning with or together, and via, meaning road or path.

We're committed to being a trusted partner, empowering leaders and teams to communicate with clarity, confidence, and purpose—helping you create lasting impact in every interaction

## Our Facilitators and Coaches:

- Are experienced in the fields of branding, financial services, and life sciences
- Have a proven track record of helping professionals be better communicators
- Are passionate about helping others



**Contact me to learn more.**

**Michael Piperno**

Principle, Lead Coach & Facilitator

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