

# BOUNDLESS LEADERSHIP: A BREAKTHROUGH PROGRAM FOR WOMEN

Boundless Leadership is designed specifically addresses the needs and questions of current and emerging women leaders. Through our unique and creative approach our team will work with you to answer this question: **How can I further realize my leadership potential to benefit my ambitions AND to better serve my organization?**

Today's workplace environment creates unique and complex challenges for women, particularly in some sectors, but evidence indicates that female executives also add unique value and strategic perspective. They consistently break through unhealthy team communications, question out-dated paradigms and innovatively respond to strategic challenges. Research shows that organizations with a gender balance also enjoy measurably better bottom line results.

Faced with various types of challenges, many women step off the ladder at critical transition points. This creates a net loss of talent and competitive advantage to organizations, not to mention frustrated potential for women themselves.

## WHO SHOULD ATTEND?

We welcome women with 5 -10 years of management experience. You are looking to grow and refine your leadership skills to step up to the next level of your career path. You are intending to stay and succeed in your current organization OR you may be looking to find an equally challenging, meaningful and satisfying alternative path to the next level of success.

Women are more than twice as likely to quit the tech industry than men (41% vs 17%).

A study of 4,000 women who had recently changed jobs found that the #1 reason women leave companies is because of "a concern for the lack of advancement opportunity".

To learn more information about Telfer Executive Programs or to register:

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EXECUTIVE PROGRAMS

## PROGRAM HIGHLIGHTS

The Boundless Leadership Program is offered in a virtual learning format of two modules over the course of five months.

Each session will have a specific focus, but the program is holistic and integrated so that each session builds on the next. We will work together to practice new skills and we'll open up time for special guests who can directly address the "real life" experiences related to each topic.

The program includes a state of the art psychometric - the Hermann Brain Dominance Instrument (HBDI®). A detailed explanation can be found on page 3 of this document.

**Customized sessions:** Based on how we read the group's needs and questions, we will incorporate your suggestions and adapt program content throughout.

**Links to a broader network:** Guest speakers will feature high-level senior executives offering their insights and strategies for navigating challenging leadership careers.

**Membership in a vibrant educational community:** Participants have the opportunity to engage with an exciting and diverse group of faculty and co-learners working on dynamic questions and real world leadership challenges.

"An extensive 19-year study of 215 Fortune 500 firms shows a strong correlation between a strong record of promoting women into the executive suite and high profitability. Three measures of profitability were used to demonstrate that the 25 Fortune 500 firms with the best record of promoting women to high positions are between 18 and 69 percent more profitable than the median Fortune 500 firms in their industries."

- *European Project on Equal Pay, Roy D. Adler*

In 2015 women held approximately 12% of all board seats of TSX-listed companies. About 47% of companies had no women directors and 43% had no women executive officers.

- *2016 Diversity Disclosure Practices, Women in leadership roles at TSX-listed companies: Andrew MacDougall, John Valley, Ashley Taborda, Jennifer Cao, Elie Farkas, Eric Hendry and Adriano Lepore, Osler, Hoskin & Harcourt*

## PROGRAM TAKEAWAYS

- Appreciate and re-frame your current **strengths** and those you can cultivate further;
- Strategies to **navigate** personal and systemic biases;
- Approaches to **productively address** interpersonal conflict;
- Renewed **self-confidence** and courage to address setbacks;
- Greater capacity to **use power and influence** in a way that fits your values;
- Practical ways to **balance** personal priorities while facing exciting (or daunting) work requirements;
- More **clarity** about how to be at your best in your work AND for your workplace;
- Increased **connection** with a group of like-minded professionals who care about pursuing a meaningful career that advances personal and corporate objectives.


### Hermann Brain Dominance Instrument (HBDI®)

The program includes a state of the art psychometric - the Hermann Brain Dominance Instrument (HBDI®) - a powerful psychometric assessment that illuminates the degree to which we tend to resort to familiar and habitual thinking patterns over a more whole-brain, holistic approach. Each participant receives a detailed personalized report and debrief on applying the results for improved decision making, problem-solving, working in teams, effective communication, and strategic planning.

Developed and validated at the GE Management Development Institute in 1980, the HBDI has been continually refined and updated based on the latest findings on leadership from neuroscience. Now the instrument of choice for over a dozen Canadian and American universities and the majority of Fortune 500 companies, Herrmann works with organizations of all sizes to help unlock the value of their cognitive diversity.

Why is HBDI especially useful in a program for women leaders? Since 2000, Herrmann International has been tracking trends in thinking of CEOs around the world, providing insights on variation by country and by gender. From a data base of 9300 CEOs (20% female), from 2000-2014, the research shows that while men rank the top four elements required for work at this level to be 'problem-solving', 'conceptualizing', 'expressing ideas' and 'analytical', women assess the top four to be 'problem-solving', 'interpersonal', 'expressing ideas', and 'conceptualizing'. Exploring these differences and interpreting the impact on the need for 'whole brain thinking' is a rich undertaking.

## OUR TEAM



**Dr. Ingrid Richter** is an Executive in Residence at the Telfer School of Management, University of Ottawa and Partner, Threshold Associates. Her teaching, action research and consulting work has three major areas of focus: leadership development, facilitating complex, multi-stakeholder change processes and developing change agents so that they can more effectively engage in high impact, complex change. Her recent client work focuses on leadership and international capacity development supporting sustainability of social innovation initiatives. She has in-depth experience in provincial and federal governments, including as a Senior Fellow at the Canada School of Public Service as well as senior roles in corrections, policing and public safety. Ingrid was the co-founder of the Canadian Organization Development Institute and designs and delivers leadership programs for the UN Staff College and the UNHCR. In her spare time she is an active volunteer at Synapcity, (an Ottawa non-profit focused on developing citizen engagement), loves travel, poetry, cooking and learning to play the ukulele.

**Jean Ogilvie** is an Associate of Telfer Centre for Executive Programs, and the founder of the Aeshna Project, a company that specializes in developing leaders, teams and organizations. Jean is a certified coach, a Team Performance Coach at Smith School of Business, Queen's University and has a private executive coaching practice. She has designed and facilitated leadership development programs in both the public and private sectors including Canada School for Public Service, Bombardier Aeronautics, Alcan Primary Metals, Alcan International, Canadian Nuclear Safety Commission, Labour Program at HRSDC. Jean specializes in dynamic and creative ways to support the development of leaders and their direct reports in the context of work.

**Lynn Davies** is an organizational effectiveness consultant with 40 years' experience. She is a member of the faculty in the University of Ottawa's Executive MBA and part of the Telfer Executive Programs Community of Practice, with whom she has been Academic Director for the Quality Improvement and Patient Safety Leadership Program for the past six years. Lynn has an MA in Human Systems Intervention and advanced training in Coaching and Gestalt therapy and her teaching specialties include Change Management, Leadership and Team Development. Her professional mission is to help individuals, teams and organizations organize and manage for dignity, community and meaning. She has been coaching leaders for over 25 years and has consulted widely to all levels of government, the hospital sector and the private sector. Lynn has counted among her clients the Canada School of Public Service, The Ottawa Hospital, the Department of Justice, and The Bank of Montreal. She has volunteered on several boards and has published work in the area of women in the workplace. Lynn is an avid outdoorswoman, enjoying cross-country skiing, canoeing, and biking. She also enjoys gardening at her cottage, cooking, reading and bridge (at which she is slowly improving). She is the proud mother of two children and five grandchildren

## PROGRAM SCHEDULE

	DATE AND TIME
<b>Module 1: Day 1</b>	
<b>Session 1:</b> Own it: Woman's Leadership Strengths and Differences	Wednesday, January 27, 2021 9:00 a.m. – noon
<b>Session 2:</b> Leadership: What's changed? What hasn't	Wednesday, January 27, 2021 1:30 p.m. – 4:30 p.m.
<b>Module 1: Day 2</b>	
Discovering your "whole" self as a leader	Wednesday, February 10, 2021 8:30 a.m. – noon
<b>Module 1: Day 3</b>	
Expressing your "whole" self as a leader	Wednesday, February 17, 2021 1:00 p.m. – 4:30 p.m.
<b>Module 1: Day 4</b>	
Effective Conflict	Wednesday, February 24, 2021 8:30 a.m. – noon
<b>Module 2: Day 1</b>	
<b>Session 1:</b> Taking Strategic Action: Becoming a Practical Radical	Wednesday, April 7, 2021 8:30 a.m. – noon
<b>Session 2:</b> Strategies for Practical Radicals	Wednesday, April 7, 2021 1:30 p.m. – 4:30 p.m.
<b>Module 2: Day 2</b>	
The Fine Art of Balancing	Wednesday, April 14, 2021 8:30 a.m. – 1:30 p.m.
<b>Module 2: Day 3</b>	
Articulating My Greater Purpose	Wednesday, April 21, 2021 8:30 a.m. – 1:30 p.m.
<b>Optional Social Gathering*</b>	
What is "Networking?" Does it work?	Wednesday, May 12, 2021 TBD

\*All in-person programming will be delivered in accordance with Ottawa Public Health directives.



## **PROGRAM FEES**

The price for the program is \$4,900 + HST, including all resource materials and program activities.

Cancellation fees apply in accordance with our cancellation policy.

## **CONTACT US FOR MORE INFORMATION**

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