

BOUNDLESS LEADERSHIP: A BREAKTHROUGH PROGRAM FOR WOMEN

Boundless Leadership specifically addresses the needs and questions of current and emerging women leaders. Through the program's unique and creative approach, you will work through the answer to the 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?

Women with 5-10 years of management experience who 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".

PROGRAM HIGHLIGHTS

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

Each session has a specific focus within a holistic and integrated program, where each session builds on the next. Participants and facilitators will work together to practice new skills and invited special guests will 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.

“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*

Customized sessions: Program content will be adapted to meet the expressed needs, suggestions, and questions of the group as the program progresses.

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

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

NEW 1:1 Executive Coaching sessions: Three 1:1 executive coaching sessions have been added to the program where participants will meet with a certified executive coach.

NEW Peer-Learning Groups: Multiple peer learning groups have been added throughout the program. Peer learning groups are opportunities to connect (and network) with other participants to discuss readings and work on inter-module assignments.

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.

Mary T. Yates is an Associate of Telfer Centre for Executive Programs, and Principal of Align Associates Inc, where she provides expertise in leadership development & coaching, quality improvement, interpersonal & team effectiveness for physicians, meeting & retreat facilitation and human resources management. For the last 23 years, Mary has been on faculty with the Canadian Medical Association's Physician Leadership Institute and has designed and delivered workshops at the CMA annual conference 'Leadership for Medical Women'. She is also currently co-facilitator of Momentum, an annual week-long leadership retreat for Medical Women. Mary is a founding member of, and currently serves on, the Steering Committee of the Canadian Physician Coaches Network. Mary specializes in helping individuals and organization through the change process and has over 35 years of experience in the field. When Mary is not pondering the dynamics of 'large systems change', she spends her time being proud of her two children, Jamie and Danielle, and dreams of spending winters in Mexico.



PROGRAM FEES

The price for the program is \$6,700 + HST, including all resource materials and program activities.

Cancellation fees apply in accordance with our cancellation policy.

CONTACT US FOR MORE INFORMATION

Telfer School of Management
Centre for Executive Leadership
99 Bank Street, Suite 200
Ottawa ON K1P 6B9

executiveprograms@telfer.uOttawa.ca

613-562-5921