

TELFER EXECUTIVE PROGRAMS

TELFER PUBLIC SECTOR LEADERS PROGRAM

Program Prospectus

PASSION FOR PUBLIC SERVICE

Canada's most successful public institutions are served by leaders who are passionate in their desire to build a better and more prosperous country.

YOUR LEADERSHIP JOURNEY

The Telfer Public Sector Leaders Program (TPSLP) is designed to ignite your passion and provide you with an exciting leadership experience. It offers the opportunity to re-imagine your leadership and focus on being the best that you can envisage. It will help you identify and address the critical leadership challenges facing the public sector, benefitting from:

- **A deeper awareness** of your leadership style and strengths, and of the future demands on public sector leaders
- **A greater capacity** to identify and respond to the leadership needs of your organization, workforce and partners
- **A greater sense of purpose** to build a committed team with stakeholders prepared to lead meaningful change
- **A stronger understanding** of who you are as a leader
- **A focus on being an authentic and strategic leader** to deliver on the dynamic agenda of the public sector.

Developing as an authentic leader will require you to engage in personal reflection through the development of your “**Leadership Credo**”, a process by which you identify your core leadership values, beliefs and attributes. This journey of self-reflection begins in the Orientation and will carry through all modules of the program.

Your journey also involves sharing and working with colleagues in small groups during class sessions and in Peer Coaching Triads between modules, with specific assignments designed to help you apply, in real situations, the insights you have gained.

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“The Telfer Public Sector Leaders Program is a powerful combination of personal insights through a 360, targeted coaching, peer learning and dynamic in class sessions. It has positively influenced my leadership style and trajectory.”

*Karen McKinnon, Director General,
Centre for Health Promotion, Public
Health Agency of Canada*

To learn more about the **Telfer Public Sector Leaders Program** or to register:

Centre for Executive Leadership
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Ottawa Ontario K1P 6B9

telfer.uOttawa.ca/executiveprograms
executiveprograms@telfer.uottawa.ca
613-562-5921



“What I valued about the course is how it has been structured and paced to allow for maximum effect and benefit. The combination of the rich classroom sessions with terrific inspiring subject matter experts, a safe space to share reflections and bounce off ideas, has been invaluable. The depth and comprehensiveness of the 360 profile is unique and provides, for those of us who want to seize the opportunity, feedback that helps us be aware of how we are viewed as leaders and what we can do to learn, improve, and grow. Thanks to all who helped us on the journey.”

Lorraine Diquer, Director, Peace Operations, Policy, and Deployments, Global Affairs Canada

“I would, and have, strongly recommend this course. It helped me tremendously in defining what kind of leader I really am and what my blind spots are. I liked the humble yet powerful approach of the presenters. Un grand merci!

Tammy Tremblay, Director, Indigenous Services Canada

PROGRAM OVERVIEW

Prior to the program, you will have an exploratory discussion with Glen Bailey, the Academic Director and former senior executive in the Public Service, to help you begin your leadership reflections and identify your learning needs and goals.

You will also participate in a **360 Assessment** and will receive an individual report and initial debrief/coaching session with a certified coach. Throughout the course of the program, you will receive **two more one-on-one coaching sessions** with the same coach, one session between each module at a convenient time for you and your coach.

In addition, a Telfer Coaching Services package is available to participants during or after the program at an additional cost.

The in-class sessions are as follows:

Orientation – Participants will identify and share leadership experiences and be introduced to Mindfulness, the Leadership Credo, and the 360 Assessment and Coaching process.

Module 1 – Being an Aware Leader will enable participants to examine their leadership styles, the leadership challenges facing the public sector, and understanding how to adapt to changing circumstances and demands. You will then have six weeks to work on individual and group assignments in Peer Coaching Circles and to practice using new insights.

Module 2 – Being Purposeful will develop further your understanding of leadership, especially in developing engagement for change initiative(s), following which you will have a second set of individual and group assignments in Peer Coaching Circles.

Module 3 – Being a Strategic Leader will focus on strategic positioning and aligning of your leadership and developing your authentic voice or **Leadership Credo**.

Each module will involve pre-readings and interactive classroom learning exercises and peer learning groups.

WHAT YOU WILL LEARN

You will learn to develop and align your leadership competencies and needs.

- **Leadership Awareness** – You will better understand your strengths, preferences, and development needs. You will examine also the dynamic challenges facing public sector leaders.
- **Engagement** – You will learn skills to engage your team and partners to nurture and build a committed and networked workforce that is focused and results-based.
- **Change Leadership** – You will examine how to build your guiding coalition with engaged teams, partners and stakeholders. You will develop a change plan that can then be applied in your workplace.
- **Authentic Leadership** – In developing your personal Leadership Credo you will create your own and authentic leadership voice.
- **Alignment of Strategy and Vision** – You will learn to promote strategic thinking, identify strategic choices, and facilitate decision-making aligned with strategic frameworks.

WHO SHOULD ATTEND

The program is designed for executives (EX 1 and 2 or equivalents) who are at an inflection point in their career and seeking to adapt to new challenges and opportunities. The language of instruction is English, but most resource materials will also be available in French and most instructors are bilingual.

REGISTRATION INFORMATION

For further information and to register, please visit our [website](#). If you would like to speak with the Program Officer, call 613-562-5921 or e-mail executiveprograms@telfer.uOttawa.ca.

Following completion of the registration process, registrants will be contacted by the Academic Director to arrange a preparatory discussion to explore your learning needs and objectives.

PROGRAM FEES

The price for the program is \$8,700 (plus HST), which includes the 360 assessment and debrief, two one-on-one coaching sessions, resource materials and program activities, as well as meals and refreshments for all 6 ½ days.

Cancellation fees apply in accordance with [our cancellation policy](#).

You will also have the opportunity to purchase additional coaching packages with our certified coaches. More information will be provided during the program.

PROGRAM DATES

The *Telfer Public Sector Leaders Program* is offered twice annually, usually in Fall and Winter. For current program dates and registration deadlines, please visit [the program's webpage](#).

PROGRAM SCHEDULE

	SESSION	TOPICS
Orientation	Half Day (morning only)	
		Welcome, Introductions, and Sharing of Leadership Experiences
		Your Leadership Credo
		Introduction to Coaching and your 360 Report
	90 min. 360 Coaching Session	Pre-Scheduled Individual Debriefs on Your 360 Report with an Executive Coach
Module 1	Day 1	Being an Aware Leader
		Exploring Your Leadership and Building a Learning Agenda
		Leadership as a Way of Being; Expanding Your Choices
	Day 2	Being an Aware Leader
		Understanding Trends in a VUCA World
		Inflection Points in a Leadership Journey
Coaching Session*, Inter-modular Assignments, Peer Coaching Circles		
Module 2	Day 3	Being Purposeful
		Understanding Change and Creating and Communicating the Change Vision
		Coaching for Engagement and Commitment
	Day 4	Purposeful Change
		Creating Readiness for Change and Managing the Costs
		Building Influence and Collaboration
Coaching Session*, Inter-Modular Assignments, Peer Coaching Circles		
Module 3	Day 5	Being a Strategic Leader
		Strategic Thinking, Direction and Choices
		Exercising Strategic Leadership
	Day 6	Powerful Leadership
		Leadership Credo
		Powerful Conversations and Positioning your Leadership
		Closing Session with Guest Speaker
*Each participant will receive 2 one-on-one coaching sessions during the course of the program.		