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.

“This was perhaps the most rewarding and beneficial learning experience I have ever had.”
Participant, Canada Revenue Agency

To learn more about the Telfer Public Sector Leaders Program or to register:
Centre for Executive Leadership
telfer.uOttawa.ca/executiveprograms
99 Bank Street, Suite 200
executiveprograms@telfer.uottawa.ca
Ottawa Ontario K1P 6B9
613-562-5921

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“The range of content, instructors and tools set the stage for several ‘eureka’ moments and concrete actions that can be implemented.”
Participant, Environment Canada

“It was invigorating to be part of a classroom program that was so learner-centred.”
Participant, Canadian Food Inspection Agency

“The program was very helpful to my learning of linking strategic and operational work to genuine self-development.”
Participant, Western Economic Diversification

PROGRAM OVERVIEW

Prior to the program, you will have an exploratory discussion with Glen Bailey, the Academic Director and former a 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. You will then begin preparation of your Learning Agenda. Throughout the course of the program, you will receive two more one-on-one coaching sessions with the same coach to develop your Learning Agenda. One session will take place between each module and will be scheduled between 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 class sessions start with a ½-day Orientation followed by:

Module 1 – Being an Aware Leader (two in-class days) takes place in the week following the Orientation. You will then have six weeks to work on individual and group assignments 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.

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.

One month following the end of the program, the Academic Director will have a post-program discussion with each participant to reflect on their leadership challenges and where further steps can be taken.

WHAT YOU WILL LEARN

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

- Leadership Awareness – You will understand better 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 five additional coaching sessions with our certified coaches. This optional Telfer Coaching Services package is available at a cost of $2,000 plus HST.

**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

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