

## TELFER EXECUTIVE PROGRAMS

# BOUNDLESS LEADERSHIP: A BREAKTHROUGH PROGRAM FOR WOMEN

## *Program Prospectus*

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.

### **PROGRAM OVERVIEW**

**Boundless Leadership** is designed to specifically address the needs and questions of current and emerging women leaders. We are focused on working with you to answer this question: ***How can I further realize my leadership potential to benefit my ambitions AND to better serve my organization?***

The Program consists of 5 days delivered in 2 modules. The first module will be three days in-class at the Telfer Centre for Executive Leadership and the second module will be an overnight retreat outside of Ottawa. We will address key leadership issues and skills and cultivate a robust network of colleagues.

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 will include special guests who can directly address the "real life" experiences related to each topic. Peer coaching groups will support the practical application of learning between modules.

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*Women are more than twice as likely to quit the tech industry as 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 or to register:

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Ottawa, Ontario K1P 6B9

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[executiveprograms@telfer.uottawa.ca](mailto:executiveprograms@telfer.uottawa.ca)  
613-562-5921



**The statistics tell the story:**

*“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*

**WHAT TO EXPECT**

- **A dynamic and creative learning experience:** Our first module will be held at Telfer’s Executive Programs location in downtown Ottawa and feature the support of a program and faculty team with extensive and practical experience in a wide variety of sectors. The second module will be held as an overnight retreat at Calabogie Peaks Resort to allow for an immersive learning experience.
- **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.

**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.

## 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.

## 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 by e-mail, [executiveprograms@telfer.uOttawa.ca](mailto:executiveprograms@telfer.uOttawa.ca).

## PROGRAM FEES

The price for the program is \$4,900 + HST, including all resource materials and program activities. Breakfast, lunch, and refreshments will be provided on program days.

Lodging costs: Lodging costs are to be paid directly by the participant, in addition to the cost of the program. Participants will be given further instructions on how to book your room once Telfer has received your registration for the program.

Late cancellation fees apply.

## PROGRAM DATES

The 5-day program will be delivered in two modules held two months apart. Each session will start at 8:30 am and end at 4:30pm. The first module will be three days in-class at the Telfer Centre for Executive Leadership. The second module will be an overnight retreat outside of Ottawa and will begin in the evening at 5pm on the first day (November 13) and conclude on the last day at 4:30pm.

Module 1: October 7-9, 2019

Module 2: November 13-15, 2019

## OUR TEAM

**Dr. Ingrid Richter.** 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.** 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**

SESSION	TOPICS
<b>Day 1</b>	<b>Own It: Strengths &amp; Differences</b>
	What are the joys and consequences of taking senior leadership roles?
	What skills and qualities do women inherently possess that we can use to succeed in the modern workplace?
	<b>Creating Change from the Inside: the Practical Radical At Work</b>
	How can I influence the dominant workplace culture?
	How are global trends in the current paradigm of leadership shaping our organizations and how does that impact my own leadership?
<b>Day 2</b>	<b>Discovering Your Whole Self as a Leader</b>
	Self-awareness: embracing your strengths and your (so-called) weaknesses (Inner/Outer leader)
	<b>Bold in the Boardroom</b>
	Communicating clearly and confidently
	Working with diversity in team communication needs
<b>Day 3</b>	<b>Becoming a Conflict Ninja</b>
	The value of conflict and resistance in a dynamic workplace
	How to recover, regenerate and rebuild when your plans go sideways
	<b>Why We Should Talk to Strangers: Networking &amp; Aspirations</b>
	Cultivating Networks that you value (and that value you!)
	How might we be more effective networkers without feeling somewhat awkward?
<b>Day 4</b>	<b>Practical Radicals vs Organizational Culture: Taking Strategic Action</b>
<b>(Outside of Ottawa)</b>	How do we rock the boat without tipping ourselves out of it?
	<b>The Fine Art of Balancing</b>
	Cultivating health and resilience, and looking at priorities and trade-offs with a long term perspective
<b>Day 5</b>	<b>Next Steps to Boundlessness</b>
<b>(Outside of Ottawa)</b>	Truly enjoying power, influence
	Special Final Networking Session
	<b>Learning from Setbacks and Comebacks: The Mistakes to Success “Potluck”</b>