

## TELFER EXECUTIVE PROGRAMS

# FROM MANAGER TO LEADER

### *Program Prospectus*

#### YOUR LEADERSHIP EXPERIENCE

As you move from a senior manager to an executive position you assume significantly more responsibility for strategic direction within the organization and you need to be more strategic in your leadership style and engagement. The ***From Manager to Leader*** program (*FMTL*) focuses on how to become a more effective and strategic leader.

This program will prepare you for the transition from managing your work unit to a strategic role as a leader in a broader organizational context. You will be better able to set strategic goals, build trust and commitment, and lead change as you become a confident and trusted leader. You will learn how to act strategically and with intent to achieve results.

#### PROGRAM OVERVIEW

The program consists of a ½ day Orientation followed by five consecutive class days and includes the use of self-assessment tools, readings, teamwork and group discussions led by our facilitators who have extensive experience working with the public sector. Our program leaders have drawn upon their extensive experience in executive education and leadership development to design a one-week program that minimizes time away from work and facilitates participation of managers from all regions. The Academic Director, Glen Bailey, is a former senior executive in the federal Public Service. He will have an exploratory discussion with you a month or so prior to the program to help you begin your leadership reflections and identify your learning needs and goals.

A month after the completion of the program, the Academic Director will initiate a further discussion with each participant to reflect on their leadership challenges and where further steps can be taken.

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***“I loved my week at Telfer. The teachers, the guest speakers and the environment was extremely professional. I have learned a lot about leadership, strategic thinking and mostly about myself this week.”***

*- Benoit Boivin, Asset Manager, PSPC*

***“If you only do one course this year, this is it!”***

*- Patricia Mosher, Senior Policy Advisor, Canada School of Public Service*

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To learn more about ***From Manager to Leader*** or to register:

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Ottawa, Ontario K1P 6B9

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



***“I would highly recommend this course to every manager/executive in the Public Service. The lessons I have learned and connections I have made have been invaluable.”***

*- Amy Casey, Manager & Senior Policy Advisor, Transport Canada*

***Be a strategic leader***

***Develop networks and influence***

***Create trust and followership***

***Build Alignment***

***“With the tools and the excellent facilitator, speakers, and professors, I feel that I am much better equipped to transition into a leader position. It was an incredible week and I would recommend it to any new leader.”***

*- Monique Laroche, Manager of HR & Staff Development, PSPC*

## **YOUR LEADERSHIP JOURNEY**

The program is designed to be a leadership journey as you explore various issues and challenges facing public sector leaders. You will be asked to reflect upon and develop your answers to key questions which all leaders must address:

- How can I be a more strategic leader?
- What leadership insights can I apply to be more effective in communicating and enrolling employees to achieve strategic objectives?
- How can I build a guiding coalition to implement purposeful change?
- What can be done to stimulate strategic thinking and align with organizational needs?
- How can I stimulate networks to build commitment for strategic initiatives?

The program is built on key learning and skill-building components that address your needs to lead and achieve intended outcomes:

- Thinking strategically, understanding complexity,
- Being intentional as a leader
- Relationship building skills to influence, negotiate, persuade, network and engage others;
- Using different perspectives to innovate and ensure sustainable implementation; and
- Building engagement for successful and purposeful change.

To help achieve these goals, you will be asked to identify a strategic initiative for which you have full or significant responsibility to use as a basis for your learning during the week.

## **WHO SHOULD ATTEND**

This program is designed for experienced managers who seek to bring their leadership to a new level as executives in the public sector. Post-secondary education or equivalent professional designation is expected.

## LEARNING OBJECTIVES

In *From Manager to Leader* you will learn to think and act strategically within a larger corporate context and in the face of greater complexity. You will learn to exercise leadership based on that strategic insight by becoming self-aware in relation to what works for you (and others) and what it is about yourself (and others) that can get in the way. These insights lead to a more engaged leader who can enroll colleagues, partners and staff in meeting key objectives. You will learn to leverage the power of relationships to achieve results. This greater self-awareness and stronger relationships will also serve as the foundation for developing your staff and creating new possibilities for them.

You will learn to look at situations through multiple lenses and harness the diversity of perspectives and insights to enrich outcomes. By learning and developing your leadership style through this program, you will increase your confidence to act with the courage and conviction to achieve your team's goals.

## 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](mailto:executiveprograms@telfer.uOttawa.ca).

Following completion of the registration process, registrants will be contacted by the Academic Director to arrange a brief preparatory discussion to understand their learning needs and to provide guidance on how they can prepare themselves for the program.

## PROGRAM FEES

The price for the program is \$4,900 + HST, which includes all resource materials, surveys and program activities, as well as meals and refreshments for the 5½-day in-class session.

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

## PROGRAM DATES

*From Manager to Leader* is offered twice annually, usually in late Fall and late Spring. For current program dates and registration deadlines, please visit [the program's webpage](#).

***“Excellent program; I especially appreciated the introduction of mindfulness in leadership.”***

*- Dr. Nelly Iteba, Chief Medical Officer, African Development Bank*

SESSION	TOPICS
<b>Orientation</b>	<b>Half Day (morning only)</b>
	Welcome, Introductions and Exploring Your Leadership Experience
	Program Intent, Schedule and Expectations
<b>Day 1</b>	<b>The Essence of Public Sector Leadership</b>
	Framing our Understanding of Leadership in the Public Sector
	Preparing for a Transition to an Executive Role
<b>Day 2</b>	<b>Leadership as a Way of Being</b>
	Understanding your Personal Leadership Style (Kirton Adaptation Innovation)
	Opening to New Possibilities
<b>Day 3</b>	<b>Leading Purposeful Change</b>
	Building and Aligning the Change Vision
	Communicating and Guiding the Change Coalition
<b>Day 4</b>	<b>Leading for Performance and Results</b>
	Building the High-Performance Team (Simulation Exercise)
	Influence and Persuasion
<b>Day 5</b>	<b>The Strategic Leader</b>
	Strategic Leadership Mindset and Application of Strategy
	Preparing your next Leadership Journey
	Closing Session

***“Five days of excellent material, techniques, best practices and stimulating conversations....The value of this Telfer program is huge”***

*- Lambro Misofi, Client Service Director, PSPC*