

## TELFER EXECUTIVE PROGRAMS

# LEADERSHIP DEVELOPMENT INTENSIVE: THE INNER WORK OF LEADERSHIP

## *Program Prospectus*

### THE LDI EXPERIENCE

***You are a leader second. First, you are a human being.*** Developing the leader as human being is the hardest – and most enduring work that can be done. That’s why Telfer committed to bring the Leadership Development Intensive (LDI) to our clients and to our region. This unique program is designed to equip the next generation of leaders to transform ***themselves*** and thereby develop the leadership needed to transform their ***organizations***.

Many professional development programs teach techniques for managing *others*. The LDI introduces you to some very new – and some very old – approaches for managing *yourself*. The goal: maximizing your performance and the performance of those around you. The secret: bringing the best of who you are to everything you do.

The LDI is a highly experiential journey of self-discovery based on John Scherer’s “*Five Questions that Change Everything*”.

1. **What CONFRONTS me?** What ‘tigers’ do I need to face?’
2. **What am I BRINGING?** What is my history with this situation? What am I saying to myself that makes it hard for me to face this ‘tiger’?
3. **What RUNS me?** Where am I ‘on autopilot’ and don’t realize it? How is that affecting what I do all day long-and in my life in general?
4. **What CALLS me?** What bone-deep gifts, talents or capabilities do I possess that call out to be expressed more fully in my life and work? What kind of difference would I like to think my life could make in the world?
5. **What will UNLEASH me?** What will it take for me to finally get out of my own way and BE fully who I am in the world?

By inviting you to explore these questions, the LDI will challenge your current way of thinking and help you find your true source of effectiveness and sense of purpose.

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*“It’s amazing to me how a three-day learning experience could create such watershed change! And it has stuck with me; I use what I learned every day.”*

*Rob Collins, Assistant Director, Port of Tacoma.*

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To learn more about the ***Telfer Leadership Development Intensive*** or to register:

Centre for Executive Leadership  
99 Bank Street, Suite 200  
Ottawa Ontario K1P 6B9

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



CONNECTS YOU TO WHAT MATTERS

*"Do not take this course if you have any fears about examining who you are, or why you work, lead, live and breathe as you do now. Take it as climbers and divers take the heights and depths. Take it in order to know where it is possible to go."*

*Virginia Robinson, Toronto*



With uncertainty present now at every level of every organization, new management theories or motivational techniques or even new applications of technology simply aren't enough to ensure success. To thrive in the contemporary environment, you and your people must rediscover your deepest sources of effectiveness. This means that our leadership development efforts must focus not on how to learn more from outside sources but on how to access the inner sources of our effectiveness.

### **THE LDI APPROACH:**

**EXPAND THE MIND, STRETCH THE BODY AND DEEPEN THE SPIRIT**

The LDI represents the start of a journey of inner awareness and includes a one-on-one goal-setting conversation with a facilitator prior to the program, a 3.5-day intensive in-class workshop and two group sessions after the program that help you to apply what you have learned and continue your development.

There are sessions that challenge your current way of thinking; sessions that relax and strengthen your body; sessions that deepen your connection to that which is most important in your life and in your work. Even though the pace is intense, it is not pressured. In the LDI we operate on the belief that breakthroughs are *invited* into being, not coerced. We help you to learn to use the capabilities you may not have been able to access previously.

### **THE LDI JOURNEY:**

**PREWORK, IN-CLASS SESSION, FOLLOW-THROUGH**

Leadership development doesn't just happen at the LDI in-class session. It starts when you commit to doing the inner work and, for many, this work begins with the pre-work and goal-setting conversation that happens before you arrive. The pre-work assists you to take a 'snapshot' of yourself using the LDI Assessment, helping clarify your goals for the program. Think of this as a mini-research project on leadership, with yourself as the subject.

The LDI in-class session then begins to open up this inner work and expands your self-awareness and range of possibilities that you can access in any circumstances that require your leadership. The journey then continues when you get back home and are tested in the real world. Our follow-through sessions and coaching options sets the LDI apart from many programs of this type. This helps you to interpret what you experience directly in your life and work, continuing your leadership development long after the in-class session is over.

The program follow-through includes:

- Two group sessions that are scheduled either in-person, by teleconference or by a group video conferencing facility.
- Access to a variety of online resources including LDI readings, audio and video content.
- Optional access to certified LDI coaches for ongoing leadership coaching support.

## WHAT YOU WILL LEARN

At the LDI, you will learn how to:

- Shift your leadership position from power OVER to power WITH
- LISTEN so people speak their truth
- Turn conflict into creative change
- Discover alternative options for dealing with difficult people and situations
- Unhook from counter-productive reactions and patterns
- Resolve un-resolvable conflicts with courage and grace
- Know the difference between problems-to-be-solved and dilemmas-to-be-managed
- Produce extraordinary results in the face of obstacles and resistance
- Integrate body, mind, and spirit by making lifestyle changes
- Turn your work into a powerful vehicle for rich, life-long development
- Become more present in your communication
- Be clear and focused on your greater purpose in relation to self, others and life



## WHO SHOULD ATTEND

Participants are mostly executives and seasoned professionals from the private, public and non-profit sectors who are seeking breakthroughs in their leadership development journey. Although most participants will be from the National Capital Region, people may also travel from other locations in Canada and around North America. The LDI is designed for people that have already begun to explore their leadership potential, but any leader facing difficult challenges will find the experience very beneficial.

## REGISTRATION INFORMATION

For further information and to register, please visit our [website](#). If you would like to speak with the Program Coordinator, 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 Telfer to arrange for the initial goal-setting interview with the one of the Telfer LDI facilitators.

## TUITION FEES

The price for the program is \$4,300 + HST, which includes all resource materials, surveys and program activities, as well as breakfast, lunch, and refreshments for the 3½-day in-class session.

This program will be held off-site at beautiful Calabogie Peaks Resort for an immersive program experience. Participants are responsible for their own lodging costs. Further details for booking your lodging will be provided once registration is confirmed.

Late cancellation fees apply.

*“The LDI keeps on giving and giving! Every day I seem to integrate it even more.”*

*Sylvie Carpentier, Assistant Director,  
Government of Canada*



## THE TELFER LDI FACULTY

**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.

## THE LDI PROGRAM SCHEDULE

<b>Day 1</b>	<b>Evening Session</b>
1:30 – 3:30 p.m.	Introductions & What <b>Confronts</b> Me?
3:30 – 3:45 p.m.	Break
3:45 – 5:30 p.m.	What am I <b>Bringing</b> ?
<b>Day 2</b>	<b>All Day Session</b>
7:30 – 9:00 a.m.	Breakfast & Yoga
9:00 – 1:00 p.m.	What <b>Runs</b> Me? Somebody Training, The Adaptive Routine, Peeling the Onion
1:00 – 2:00 p.m.	Lunch
2:00 – 7:00 p.m.	What <b>Runs</b> Me? Identifying your 'Stretches' for Maximum Leadership Effectiveness, Centering
<b>Day 3</b>	<b>All Day Session</b>
7:30 – 9:00 a.m.	Breakfast & Yoga
9:00 – 1:00 p.m.	What <b>Calls</b> Me? The Power of Purpose, Developing your GPS, Centering
1:00 – 2:00 p.m.	Lunch
2:00 – 7:00 p.m.	What <b>Calls</b> Me? Developing your GPS (continued), State-Shifting: Putting it all Together
<b>Day 4</b>	<b>All Day Session</b>
7:30 – 9:00 a.m.	Breakfast & Yoga
9:00 – 1:00 p.m.	What will <b>Unleash</b> Me? State-Shifting Part II, Stretches: Real-World Application Practice
1:00 – 2:00 p.m.	Lunch
2:00 – 5:00 p.m.	What will <b>Unleash</b> Me? The 'Pinch' Theory, The Three Worlds Revisited: Skill Practice, Back-home Action Commitments
5:00 – 5:30 p.m.	Closing