

Meeting the Leadership Challenge

Become the Senior Business Leader You Were Meant to Be

Designed for senior managers and executives, this powerful program will enable you to discover your unique leadership potential and leverage it to carry you to the next level. Define who you are as a leader, the values you want to instill and the teams you want to build. Learn the strategies, skills and confidence you need to execute on your vision and lead your organization into the future.

Connecting world-class research with real-world practice and guided coaching, the program delivers insights and skills used by the world's most progressive organizations. Content areas include:

- **Self-knowledge:** define your personal leadership strengths and values, create balance and maintain resilience in an increasingly complex business environment.
- **Leading others:** inspire and lead others towards top performance, develop key leadership skills in areas such as coaching and negotiation.
- **Organizational leadership:** empower yourself to break down silos, forge new visions, encourage innovation and lead sustainable change.

Meeting the Leadership Challenge is all about defining what happens next—in your career and in your organization. Past participants have called it “a transformational experience.” Join us to find out why!

Benefits to You

This program is designed to carry you to the next level of leadership excellence. You will:

- Cultivate new insights and perspectives on what it means to be a leader
- Define your personal values and create harmony between your vision, goals and actions
- Find greater meaning in your work, to sustain your energies for the long haul
- Improve essential skills in coaching, communication, creativity and leadership influence
- Articulate a compelling vision that inspires others to strive for excellence
- Build, lead, empower and energize high-performance teams
- Facilitate healthy group dynamics and resolve conflict
- Influence power structures in constructive ways, and leverage organizational interactions
- Enhance your capacity to be a clear and present leader
- Develop the self-confidence and calm, compassionate mind that characterize great leaders
- Become more positive and productive by managing stress and emotional toxicity
- Multiply your leadership value to your organization

Benefits to Your Organization

Leadership is more than an attitude; it is also about the positive practices that get results. This program will help participant organizations:

- Develop their leadership capacity from within
- Capitalize immediately on deepened leadership insights and skills brought back to the workplace
- Enrich the organization's collective leadership vision, for superior decision making
- Promote peak performance and lasting change through inspirational leadership
- Grow company-specific leadership capabilities, as participants work on applied projects chosen from their own organizations
- Fill critical knowledge and performance gaps
- Build an organizational culture of leadership, development and mentorship
- Increase talent retention and strengthen corporate succession planning
- See greater levels of confidence in the company, as alumni serve as role models to others

Interactive Program Format

Even the deepest learning comes to nothing, if intent is not turned into action. This program is designed as a highly interactive experience, using case studies, small group projects, experiential activities and lectures. Throughout the program you will receive individualized attention from the program instructors, and will work closely with a small group of peers to maximize the learning experience.

Leadership Projects

This program will help you work on your leadership challenges, develop challenge game plans and create a personal leadership strategy. To ensure these objectives are met, you will engage in two significant projects.

1. *Team Project: Your Individual Leadership Challenge*

In this project, you will focus on a specific leadership challenge that you are facing at work. Working in a team environment, you will use the information and insights you have gained in the program to create specific action plans for addressing your selected challenge.

2. *Individual Project: Your Personal Vision*

In this project, you will enhance your leadership capacities by exploring your vision and values, and using this knowledge to improve your leadership balance. Your work will be supported by personal exercises and constructive dialogue.

One-on-One Coaching

You will receive personalized feedback from a coach prior to the program, and one-on-one follow-up support after you have returned to the workplace.

Program Content

Leading Effectively from a Variety of Perspectives

- Leader as planner and organizer
- Leader as facilitator and coach
- Leader as advocate and alliance-builder
- Leader as visionary and innovator

Leading Yourself

- Harnessing your strengths, overcoming weaknesses and mobilizing your courage
- Handling stress and toxicity through respect and connection
- Enhancing clarity and presence to build self-confidence and trustworthiness
- Working with your core values to create a personal vision

Leading Others

- Leading others to lead themselves
- Leading by applying the science of influence
- Coaching and team leadership skills
- Communication and presentation skills
- Enhancing and sustaining positive leadership practices

Understanding and Creating Balance

- Defining balance for you, linking balance to core values and decisions for action
- Developing balance between personal and professional roles
- Using teams to establish and sustain balance

Enhancing Essential Leadership Skills

- Tapping into your creativity and intuition
- Using political skills wisely
- Skill practice sessions with feedback

Transforming the Organization

- Required elements for successful organizational change
- Managing the message for full engagement
- Leading with awareness of your sources of power
- Leading superior execution

Audience

This program is for Senior Managers, Directors and Vice Presidents with approximately five to seven years of managerial experience, or others identified by their organizations as high-potential leaders.

Program Director

Dr. Daniel Skarlicki is the Edgar Kaiser Professor of Organizational Behaviour at the Sauder School of Business and a Fellow of the American Psychological Association. He has taught executive programs in organizations across North and South America, as well as in Europe and Asia. His clients have included Cathay Pacific, the Government of Canada, VanCity, YMCA, Rocky Mountaineer, ICBC and Glaxo. An active educator, he has won numerous teaching and international research awards. His interests focus on leadership mindfulness and how people respond to justice and injustice in the workplace.

Program Faculty

Steve Jacobs is Senior Advisor and past Board Chair at CLG, a global leader in behaviour-based strategy execution and performance improvement consulting. He is known internationally for his work with senior executives who are accountable for making things happen—improving the speed, return and sustainability of performance improvement strategies in their companies. His clients have included major corporations such as Chevron, Cigna, H.J. Heinz, the Bank of Montreal and Enterprise Ireland.

Joanna Piros is a senior consultant with Counterpoint Communications, where the bulk of her business involves communications and media relations consulting and skill training. For 20+ years she has trained thousands of people in how to be better communicators, and how to project themselves in the media spotlight and on the podium. Her clients have included Ballard Power Systems, VanCity, TransLink, Providence Health Care and Indigenous & Northern Affairs Canada.

Dr. Alex Trisoglio is Adjunct Professor of Leadership and Organizational Behaviour at UBC Sauder School of Business. He is an executive coach and leadership adviser with extensive experience in leadership development, improving individual and team performance, and catalyzing organizational change. He is also trained in mindfulness-based stress reduction and self-compassion. His experience includes nineteen years advising senior leaders at McKinsey & Co. and four years working with the CEO and Management Team at IFC/The World Bank.

Peter Frost Scholarship

This scholarship was established to recognize Peter Frost, an internationally renowned leadership educator at the Sauder School of Business, and the founder of Meeting the Leadership Challenge. It is designed to enable not-for-profit sector leaders to attend this one of a kind program. Please view “Meeting the Leadership Challenge” on our website for more information.

To Register

Executive Education

www.sauder.ubc.ca/executive

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