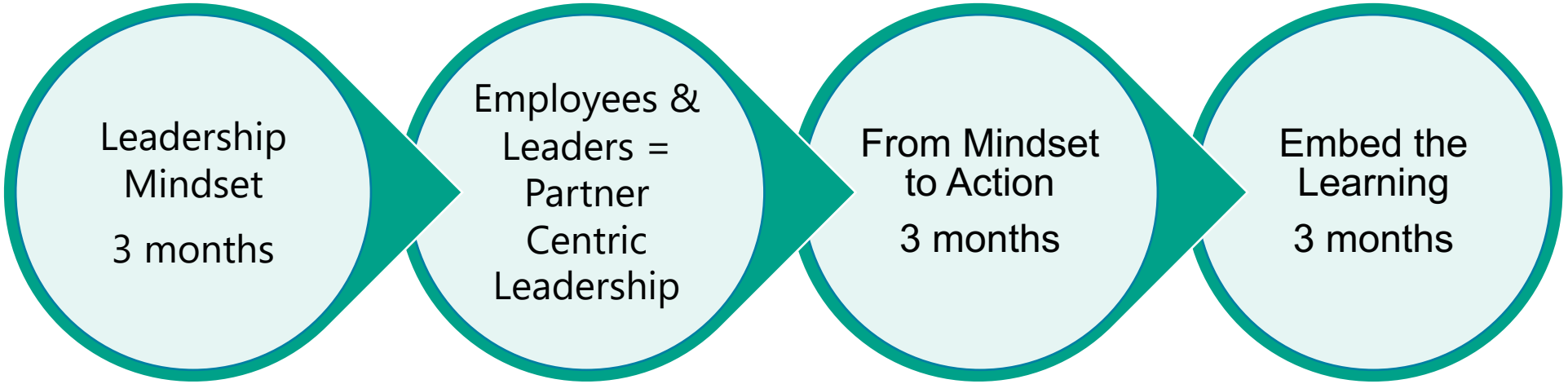
The **Leadership** Suite

Employee Lifecycle
LEADERSHIP PROGRAM

People
LEADERSHIP PROGRAM

Self-Leadership
COURSES

Strategic
LEADERSHIP PROGRAM



Inclusive Leadership session – 1 day

9 weeks self-paced, interactive e-learning introducing Partner-Centric Leadership

Weekly virtual discussion

Total weekly commitment: 2.5 hrs

Employee sessions to introduce staff to what leaders are committing to

Sharing the commitments for self-leadership

Employee time commitment: 1.5 hrs

Deep dives into specific behaviours:

360 Emotional Intelligence Assessment & Session

The On-Purpose 1:1

The Coaching Habit

Generative Conversations

Relationship Awareness

1 day every 2 weeks

Small group coaching

Review of key areas

Participants bring wins and challenges to discuss with peers

1.5 hrs every 2 weeks

LEADERSHIP COMMITMENTS

As a **Leader of Self**

- I am intentionally engaged in my work so that I am seen as a valuable partner
- I am proficient in my area of expertise, and keep up to date with the latest thinking and trends
- I develop the interpersonal and personal effectiveness skills to be successful in my role
- I continually develop my self-awareness and the impact of my actions on others
- I have the courage to share my thoughts and ideas, even if they are different from others
- I identify gaps in EDI and Indigenous knowledge and take active steps to self-educate and incorporate learning
- I identify and disrupt my unconscious biases
- I am accountable for my work and actions
- I act with integrity and respect
- I take the appropriate initiative
- I ask for help, solicit input, and welcome feedback
- I invest in myself to manage my time and energy

As a **Talent developer**

- I recruit and hire great talent, and take steps to mitigate my biases
- I onboard to integrate new members quickly
- I have regular 1:1s with employees to genuinely connect, establish commitments, offer support, and discuss development
- I develop talent for now and in the future, and support them in their career goals and mobility across the University
- I am equitable in advocating for, identifying and providing learning and development activities
- I take stock with employees by looking back at least once per year, articulating successes, positives, and opportunities for improvement
- I plan for the succession of key roles on my team

As a **People Leader**

- I build mutual trust with my team so they know I genuinely care, and they are intentionally engaged in their work
- I create a fair and inclusive space where everyone's perspective is valued and they feel they belong
- I build teams that reflect a wide variety of diverse identities
- I bring my team into the WHY
- I create structure by confirming priorities, articulating clear expectations, and reducing ambiguity
- I communicate regularly and candidly
- I listen and ask curious questions instead of giving advice
- I give immediate feedback and accept feedback graciously
- I take the time to recognize and appreciate my employees in a way that is meaningful to them
- I know what matters to my team so I can promote better collaboration
- I have generative conversations for the purpose of creating a better future
- I support the well-being of my employees
- I build my resiliency and empathy

As a **Strategist**

- I take a big picture view of my dept/division and sector, and keep a whole systems mindset
- I have a point of view about the future, and identify and evaluate emerging trends, including their intersections with EDI and Universal Design
- I intentionally seek out divergent perspectives from my own to broaden my thinking and inform decision making
- I align my dept/division strategy to support the University's strategy
- I lead transformational change
- I challenge the status quo and champion innovation
- I demonstrate a commitment to advance and take action on institutional EDI commitments, priorities and initiatives
- I have high ethical standards
- I foster alignment and commitment by building critical relationships to connect other stakeholders around priorities
- I am adept at financial management
- I deliver results through people

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FUTURE PROJECT
People
LEADERSHIP PROGRAM