

## ***Northern Leadership Development Program – Level 1 Blended Series***

### **Program Overview**

Are you an employer who is interested in supporting the emerging leaders on your team? Do you have talented Northerners within your organization who have the potential to take on management, supervisory or leadership positions? Are you looking for a cost-effective way to provide these individuals with the skills and knowledge to advance within your organization? If so, Aurora College has a program for you.

Aurora College is pleased to offer the Northern Leadership Development Program. The program is also applicable to people new to supervisory or management roles, such as team leaders or front line supervisors.

### **Modules**

The Northern Leadership Development Program (NLDP) consists of nine modules. Each module is 21 hours in length (except the last one):

Personal Development (in person)	September 25, 26, 27 & 28, 2023
Communication Skills/ Coach Mentoring (in person)	October 23, 24, 25 & 26, 2023
Effective Personal Leadership (ONLINE)	November 20, 21, 22 & 23, 2023
Effective Team Leadership (in person)	December 11, 12, 13 & 14, 2023
Conflict Management (in person)	January 22, 23, 24 & 25, 2024
Leading While Managing (in person)	February 19, 20, 21 & 22, 2024
Problem Solving and Decision Making (ONLINE)	March 11, 12, 13 & 14, 2024
Diversity-Conscious Leadership (ONLINE)	April 15, 16, 17 & 18, 2024
Leadership in Action (New) / Coach Mentoring (in person)	May 27, 28, 29 & 30, 2024

### **Course Times**

The first eight modules are 21 hours in duration delivered over a four-day period. For each module, the first day is 1:00 p.m. to 5:00 p.m., the next two days are 9:00 a.m. – 5:00 p.m. and the last day is 9:00 a.m. – noon.

The ninth module is 14 hours in length over 3 days. The first day is 1:00 p.m. to 5:00 p.m., the second day is 9:00 a.m. – 5:00 p.m. and the last day is 9:00 a.m. – noon. Completion Ceremony follows on the afternoon of the last day.

**The mentors are requested to attend a part of Module 2 and Module 9. Module 2 they are to attend Wednesday full day and Thursday morning. Module 9 they are to attend Tuesday full day and Wednesday morning.**

### **Program Features**

NLDP has been reviewed and revised by the facilitators to ensure that it incorporates the latest research in the area of leadership. The revision reflects the suggestions and comments provided by participants, mentors and employers during the past five years.

The emotional intelligence model will be the primary unifying concept of the program content.

The NLDP has several themes embedded across the nine modules. The first module, Personal Development, is designed to lay the foundation for the success of the participants. The module focuses on self-awareness, learning styles, critical reflection, ethics, integrity and accountability. By acquiring a greater understanding of “self,”

participants will learn to critically examine the environment around them, and to better understand other individuals in that environment.

The coach/mentor will be included in part of module 2 (dates to be determined). The coach/mentor will have been carefully selected by each employer, and his/her role will be to provide ongoing support for the NLDP participant. This session focuses on supportive coaching and mentorship skills and techniques, to enable the coach/mentor to assist the participant in applying theory to practice in the workplace, and to provide appropriate support and encouragement to the participant throughout the program.

While each of the remaining modules has a primary topic area, each also reinforces the themes that are embedded throughout the program content. All of the modules emphasize effective leadership, communications skills, problem solving and decision making, conflict management and presentation skills; they will be reflected in the individual activities and the group activities. NLDP participant feedback has indicated participants have developed knowledge and skills that have enabled them to advance within their organizations. The NLDP program content is consistently being reviewed and revised to incorporate the latest research in the area of leadership.

#### **Benefits**

**Cost.** In-house corporate training is expensive. Rather than paying for an internal development program, your organization can now access a program on a “per-seat” basis.

**Specialized Instructors.** The program will feature specialized and skilled facilitators for each module, each of whom is recognized for expertise in their area of instruction.

**Focus and Relevance.** Unlike leadership programs that are created for business or public sector clients, this program (and the materials, case studies, activities, etc.) will focus on any environment with emerging leaders.

#### **Eligibility Requirements**

If you are applying from one of the mines please follow the application process set up with their employer as applicants must be identified by their employer as strong candidates to fully participate in and integrate their training into their respective workplace.

The program is open to individuals outside of the mining industry but will need to demonstrate support from their employer for time off to attend classes and also support for the mentoring component. The employee must have a designated coach/mentor within his/her company or organization.

No previous leadership training is required for this program.

#### **Program Cost**

The total program cost is **\$7500**. This fee includes all nine modules, textbooks, materials and resources for the participants. The cost also covers participation for the coach/mentor.

#### **Location**

The modules will be offered in a mixture of in person and online settings. Please refer to the list of modules to see which ones will be in person and which ones will be online through Zoom.

**\*\*With only part of the program being face to face, the online modules will mirror in class learning that will require interaction of participants. Attendees should participate in a quiet area where possible and have access to both a webcam and a microphone.\*\***

#### **For more information/registration, please contact:**

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Please note that the advisory committee for the NLDP meets annually.