

## ***Northern Leadership Development Program – Level 2 Leadership in Action***

### **Program Overview**

Over the last decade of Northern Leadership Development Program (NLDP) delivery, participants and graduates of NLDP have inquired about further advancing their learning in leadership. In response, Aurora College has decided to run a pilot delivery of NLDP Level 2.

This NLDP Level 2 delivery will focus on applied leadership principles and skills for NLDP graduates or current northern leaders who have other leadership training and/or experience. Level 2 mirrors the delivery of Level 1 Modules 1 – 9, going further in-depth with specific focus on leadership in action.

### **Program Outcomes**

Northern Leadership Development Program Level 2 is a comprehensive training program designed to provide leaders with advanced knowledge, skills, and tools to lead their teams and organizations effectively. This program is geared towards experienced leaders who are looking to develop and enhance their leadership abilities to take on challenges that are more significant.

NLDP Level 2 involves a combination of classroom training, individual coaching, group workshops, and experiential learning activities. The focus is on developing skills in areas such as strategic thinking, decision-making, communication, conflict resolution, change management, and team building. Emphasis will be on applying their learning in between modules, with time required to review the concepts and work on their applied learning plans created in the modules

The benefits of the program are numerous, including:

1. **Improved leadership skills:** By participating in an advanced leadership development program, leaders can develop a range of new skills and abilities that can help them to lead more effectively. They can learn how to communicate more clearly, make better decisions, and inspire their teams to achieve greater success.
2. **Increased confidence:** As leaders develop new skills and abilities, they often feel more confident in their ability to lead. This confidence can help them to take on challenges that are more significant and make contributions that are more significant to their organizations.
3. **Improved employee engagement:** When leaders have strong leadership skills, they can better engage their teams and create a positive work environment. This can lead to increased employee satisfaction and better retention rates.
4. **Enhanced organizational performance:** Effective leadership is critical to the success of any organization. The program can help leaders to develop the skills needed to drive innovation, increase productivity, and achieve organizational goals.
5. **Competitive advantage:** Organizations that invest in leadership development programs are more likely to attract and retain top talent. This can give them a competitive advantage in the marketplace and help them to stay ahead of the competition.

Overall, NLDP Level 2 is an invaluable investment for organizations looking to develop their leaders and improve their performance. By providing leaders with the tools and skills they need to succeed, organizations can create a culture of excellence and achieve greater success.

## Modules

The Northern Leadership Development Program – Level 2 – Leadership in Action consists of nine modules. All modules, except for Module 9, are 11 hours in length:

Pre-entry Workshop for those who have not completed Level 1 (online)	September 11 & 12, 2023
Module 1 - Personal Development (in person)	October 10 & 11, 2023
Module 2 - Communication Skills/ Coach Mentoring (online)	November 7 & 8, 2023
Module 3 - Effective Personal Leadership (online)	December 5 & 6, 2023
Module 4 - Effective Team Leadership (online)	January 9 & 10, 2024
Module 5 - Conflict Management (in person)	February 6 & 7, 2024
Module 6 - Leading While Managing (online)	March 5 & 6, 2024
Module 7 - Problem Solving and Decision Making (online)	April 2 & 3, 2024
Module 8 - Diversity-Conscious Leadership (online)	April 30 – May 1, 2024
Module 9 - Leadership in Action / Coach Mentoring (in person)	May 27, 28, 29 & 30, 2024

## Course Times

The first eight modules are 11 hours in duration and will be delivered over a two-day period. For each module, the first day is 9:00 a.m. to 5:00 p.m. and the last day is 9:00 a.m. – noon.

The schedule for the ninth module will be confirmed a bit closer to the dates.

## Program Features

The emotional intelligence model and Myers-Briggs Type Indicator will be the primary unifying self-awareness tools of the program content. This includes the EQ 2.0 and EQ-I (Emotional Quotient Inventory) 360 Assessment that involves participant and team.

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. This 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.

While every module has a primary topic area, each one also reinforces the themes that are embedded throughout the program content. All of the modules emphasize effective leadership, communications skills, problem solving, decision-making, conflict management and presentation skills; these will be reflected in the individual and group activities. NLDP participant feedback has indicated that participants have developed knowledge and skills that have enabled them to advance within their organizations within the north.

## Benefits

**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 and have significant experience with leadership practices in the NWT.

**Focus and Relevance.** Unlike other 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 leadership opportunities.

**Eligibility Requirements**

This program is open to individuals that have previously completed the NLDP Level 1 or have some formal leadership training and experience.

Individuals that have not completed NLDP Level 1 but have other training and corresponding certificate will be considered on a case-by-case basis. In lieu of formal leadership training, a description of their leadership journey is requested to help determine the appropriate level of learning.

**Why is the pre-entry workshop required for non-NLDP alumni?**

The pre-entry workshop for those who are not NLDP alumni includes an overview of the key theories/models/tools from a foundational perspective to lay the groundwork covered in NLDP Level 1.

Throughout NLDP Level 2, there will be references to leadership models and theories in each module that has been addressed previously in NLDP Level 1. The intent of the Level 2 program is to build upon those theories with a greater focus on application opportunities.

**Mentor Information**

The participant must have a designated mentor within their company or organization.

The mentors are invited to attend a part of Module 2 online and Module 9 in person. In Module 2, mentors are to attend Wednesday full day and Thursday morning. In Module 9, mentors are to attend Tuesday full day and Wednesday morning.

The mentor will be included in part of module 2 (dates to be determined). Each participant and employer will have carefully selected the mentor, and his or 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 mentor to assist the participant in applying theory to practice in the workplace, providing appropriate support and encouragement to the participant throughout the program.

Please note that the mentor travel is not covered by Aurora College

**Program Cost**

For past NLDP graduates, the cost is **\$7600** as they will have all of the required material. The cost for non NLDP graduates is **\$8600**. The cost also covers facilitation with the mentors.

Please note that this cost does not include travel for the participant or mentor.

**Location**

The modules will be offered as a combination 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 need a quiet area with access to both a webcam and a microphone\*\***

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

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