

Northern Leadership Development Program – Level 1 Open Series

Program Overview

Are you an employer interested in supporting emerging leaders on your team? Are there talented Northerners in your organization who have the potential to take on management, supervisory or leadership positions? Are there individuals on your team new to supervisory or managerial roles? 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 the program for you.

Aurora College is pleased to offer the Northern Leadership Development Program (NLDP). Over the past 14 years, the NLDP has provided leadership education to more than 150 leaders across the Northwest Territories.

Modules

NLDP consists of nine modules. Each module is 21 hours in length.

Pre-Entry Workshop (ONLINE)	September 16, 2025
Personal Development (in person)	September 22, 23, 24, & 25, 2025
Communication Skills/ Coach Mentoring (in person)	October 20, 21, 22 & 23, 2025
Effective Personal Leadership (ONLINE)	November 24, 25, 26 & 27, 2025
Effective Team Leadership (in person)	January 12, 13, 14 & 15, 2026
Conflict Management (in person)	February 9, 10, 11 & 12, 2026
Leading While Managing (ONLINE)	March 9, 10, 11 & 12, 2026
Problem Solving and Decision Making (in person)	April 13, 14, 15 & 16, 2026
Diversity-Conscious Leadership (ONLINE)	May 4, 5, 6 & 7, 2026
Leadership in Action / Coach Mentoring (in person)	June 15, 16, 17 & 18, 2026

Course Times

- The Pre-Entry workshop is 7 hours: from 9:00 a.m. – 5:00 p.m.
- Modules 1 – 9 are 21 hours each, delivered over a four-day period.

Modules 1 – 8 are as follows: first day is 1:00 p.m. to 5:00 p.m., days two and three are 9:00 a.m. – 5:00 p.m. and the last day is 9:00 a.m. – noon.

Module 9 is as follows: first day is a half day, this could be the morning or afternoon, the second and third day are 9:00 a.m. – 5:00 p.m. and the last day is 9:00 a.m. – noon, with the Completion Ceremony following on the afternoon of the last day.

Mentor Information

Each participant is responsible for selecting a Mentor.

Mentors are invited to attend the following:

- One-day in person Mentor Training session October 22nd from 9:00am – 4:00pm.
- Module 2: morning of October 23rd in -person
- Module 9: June 2026 in-person*

*Times and logistics for Modules 2 and 9 will be communicated closer to the dates

During Module 9, Mentors are invited to attend a day On The Land, an afternoon in the classroom, and the Completion Ceremony on the afternoon of the last day.

Each participant and employer will carefully select the Mentor, whose role it will be to provide ongoing support for the NLDP participant. The Mentor session focuses on supportive coaching, mentorship skills, and techniques to support the participant in applying theory to practice in the workplace.

Please note that Mentor travel costs are not covered by Aurora College.

Program Features

NLDP is more than just a conventional leadership program; it is designed to fundamentally change how participants view leadership, themselves, and their communities. The program fosters deep self-awareness, challenges existing beliefs, and encourages participants to develop a vision that aligns with the unique cultural, social, and economic contexts of the North. By emphasizing transformation, the NLDP aims to create leaders who can drive sustainable change in their communities.

The program content is rooted in the realities of Northern life, with contributions from Northern leaders, elders, and community members. This ensures that the material resonates with participants and is directly applicable to their leadership challenges and opportunities.

NLDP's ongoing quality improvement process ensures that it incorporates best practices in leadership. The program is responsive to feedback, ensuring it remains relevant and impactful for participants, mentors, and employers.

Leadership tools and frameworks introduced in the NLDP are not isolated modules, but are instead integrated throughout the entire program. This approach reinforces learning and allows for the practical application of skills in a way that builds on previous knowledge, promoting a continuum of growth.

Benefits

Cost - Rather than paying for an internal development program, your organization can access a program on a "per-seat" basis.

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

Focus and Relevance - By focusing on Northern voices and experiences, the program fosters a sense of ownership and pride among participants. It also ensures that the leadership models

and strategies taught are grounded in the unique socio-economic and environmental contexts of the North.

Eligibility Requirements

Individuals working across sectors are invited to join this program; no previous leadership training is required. People interested in participating will need to demonstrate support from their employer for time off to attend classes, as well as support for the mentorship component. The participant must have a designated Mentor within their company or organization.

If the applicant is from one of the mines, they must follow their employer's application process. The applicant must be identified by their employer as a strong candidate to fully participate in, and integrate their training into their respective workplace.

Program Cost

The total program cost is **\$8400**. This fee includes nine modules, textbooks, materials and resources for the participants. The cost also covers participation for the coach/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.

****Online modules will mirror in-class learning that requires participant interaction. 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.