

Northern Leadership Development Program – Level 2 Leadership in Action – Open Series

Program Overview

Over the last decade of Northern Leadership Development Program (NLDP) delivery, participants and graduates of NLDP have inquired about further advancing their leadership knowledge and skills. Aurora College is pleased to offer 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 program designed to provide leaders with advanced knowledge, skills, and tools to lead their teams and organizations effectively. This program is best suited for experienced leaders who are looking to develop and enhance their leadership abilities to take on increasingly challenges that are more significant.

NLDP Level 2 incorporates a combination of classroom learning, 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 placed on application of learning between modules, with time to review concepts and develop applied learning plans during module delivery.

Benefits of the program

1. **Improved leadership skills:** Leaders will develop a range of new skills and abilities to help them lead more effectively, including clear communication, enhanced decision-making, and inspiring their teams to achieve greater success.
2. **Increased confidence:** Leaders who develop new skills and abilities are more confident in their ability to lead. This confidence can help them to undertake more complex challenges and contribute more substantially to their organizations.
3. **Improved employee engagement:** Strong leaders better engage their teams and create a positive work environment. This leads to increased employee satisfaction and improved retention rates.
4. **Enhanced organizational performance:** Effective leadership is critical to the success of any organization. NLDP will help leaders develop the skills 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 gives them a competitive advantage in the marketplace and helps them 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 1 and 9, are 15 hours in length:

Pre-entry Workshop (online)	October 14, 2025
Module 1 - Personal Development (in person)	November 12 - 14, 2025
Module 2 - Communication Skills/ Coach Mentoring (in person)	December 16 & 17, 2025
Module 3 - Effective Personal Leadership (online)	January 20 & 21, 2026
Module 4 - Effective Team Leadership (online)	February 17 & 18, 2026
Module 5 - Conflict Management (in person)	March 3 & 4, 2026
Module 6 - Leading While Managing (online)	March 31 & April 1, 2026
Module 7 - Problem Solving and Decision Making (online)	April 21 & 22, 2026
Module 8 - Diversity-Conscious Leadership (online)	May 12 & 13, 2026
Module 9 - Leadership in Action / Coach Mentoring (in person)	June 9, 10 & 11, 2026

Course Times

- Times for each module are from 9:00 a.m. – 5:00 p.m. with an hour break for lunch.
- The schedule for the ninth module will consist of:
 - 1 day in the classroom,
 - 1 day on the land,
 - Day 3: classroom in the morning followed by the completion ceremony in the afternoon.

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.

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.

What makes this program unique?

Specialized Instructors. The program features 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. 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

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

Mentor Information

Each participant is responsible for selecting a Mentor.

Mentors are invited to attend the following:

- One-day online Mentor training session December 15th, 2025 9:00am – 5:00pm
- Module 9 in-person

Each participant and employer will carefully select the Mentor, whose role 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 Cost

The total program cost is **\$9700**. This fee includes all modules, textbooks, materials and resources for the participants. The cost also covers participation for the coach/mentor.

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.

****Online modules will mirror in class learning that requires participant interaction. Attendees need a quiet area with 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 twice annually.