

HASKAYNE Executive EDUCATION

Programs for Organizations

Business Leadership Program with a focus on: Building a coaching culture

Let us harness our expertise to empower your leaders to create greater value through coaching.

In today's competitive world, a strategic and cohesive approach to business and leadership is more important than ever to remain relevant and competitive. At Haskayne Executive Education, we partner with organizations to customize business leadership learning programs to their specific context to develop their leaders and shape the future of their business.

Our approach to contextualizing programs is to work collaboratively with your organization to understand the specific needs of your business, beginning with a needs analysis which will drive the specific design and delivery of the program.

Program Goals

Programs for organizations address the learning goals of both the organization and individual.

- The goal of this program is to build effective coaching practices within your organization
- Develop your leaders' core skills to align with coaching competencies and cultivate their confidence to effectively fulfill their leadership roles and responsibilities

In addition, a coaching program for your organization may result in building a common language, improving communication flow, and solving organizational challenges.



Program Objectives

The aim of this program is to:

- Create greater self-awareness of personal style and approaches to working with others
- Develop foundational skills essential to effective coaching and mentoring
- Develop skills, competence and confidence in conducting coaching conversations with team members
- Integrate new coaching tools and frameworks into the fabric of the organization

Program Design and Delivery

At Haskayne Executive Education, our aim is to deliver learning experiences that produce tangible performance outcomes for both the learners and their organizations. In collaboration with your organization, we will design a learning program that supports experiential learning and is grounded in adult learning principles and work-based learning practices.

This is a cohort-based, blended learning program delivered over a period of time. Typical program elements include real-time webinars, workshop-style face-to-face sessions, and think-tank projects to practice new business tools and frameworks within learning teams.

Specific content will be tailored to fit within the context of your organization. Delivery of the program will be scheduled at the time most convenient to your organization's work cycle.

The below program design provides an example of what your program could look like*



*Note: Every custom program is designed through a consultative and collaborative needs-assessment process.

This program may be eligible for grant funding up to five weeks prior to program start.

Your organization's learning objectives and program design will be unique.

Brochure samples are to be interpreted as examples only.

Program Investment

The blended, coaching culture program includes the following:

Data-driven, program design in three phases

- Identify: learning need and performance issues including identifying key stakeholders and gaining an understanding of specific organizational context and learners
- Define: specific program goals, desired outcomes, success measures, learning objectives, learning transfer and evaluation plan
- Design: evidence-based, program structure and elements including contextualized content, learning activities, and work-based projects

Program delivery includes:

- Two (2) live webinars (pre/post program)
- Three (3) face-to-face workshops (7 hours each)
- Delivery in Haskayne Executive Education facilities and virtual learning platforms
- All program materials and copyrights
- Certificate of completion from the Haskayne School of Business for all participants
- Program team consisting of subject-matter experts, an academic director, a manager of learning programs and a program coordinator

Investment Range: \$18,000 - \$22,000 per day. Based upon the following assumptions: maximum of 24 participants; 21 hours of face-to-face and 8 - 12 hours of blended learning; maximum of \$250/learner for assessment tools; UCalgary on-site delivery. Inclusive of materials, classroom space and virtual learning platform. Not including one-on-one leadership coaching.

Faculty Lead

Fred Jacques PhD, Adjunct Professor, Haskayne School of Business. Fred is a leadership educator and consultant with over 30 years of experience in both the public and the private sectors. He has designed and delivered leadership development programs that incorporate best practices in seminar-style instruction, experiential exercises, 360-degree feedback and individualized coaching. He has a Ph.D. in Organizational Behavior from the Haskayne School of Business and an M.A. in Applied Behavioural Sciences from the Leadership Institute of Seattle at City University. He is a Certified Human Resources Professional and is accredited in the use of the Myers Briggs Type Indicator (MBTI), the EQi-2.0 and other assessment tools.

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