

# HASKAYNE Executive EDUCATION

*Programs for Organizations*

## Business Leadership Development Program

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

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 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. Designing a custom development program is a complex undertaking and requires a significant amount of data points to make informed design decisions. We begin by conducting a learning needs analysis and we use this data to identify the specific design and delivery for your organization.

### Program Goals

Programs for organizations address the learning goals of both the organization and individual. At Haskayne Executive Education, our aim to deliver learning experiences that produce tangible performance outcomes for both the learners and their organizations.

The overarching goal of custom program is to collectively understand the root cause of various challenges being experienced within the organization and equip team members with confidence and skills necessary to effectively fulfill their business leadership roles and responsibilities. In addition, programs for organizations can result in building a common language, improving communication flow, and identifying operational challenges.



# Program objectives

The aim of this program is to:

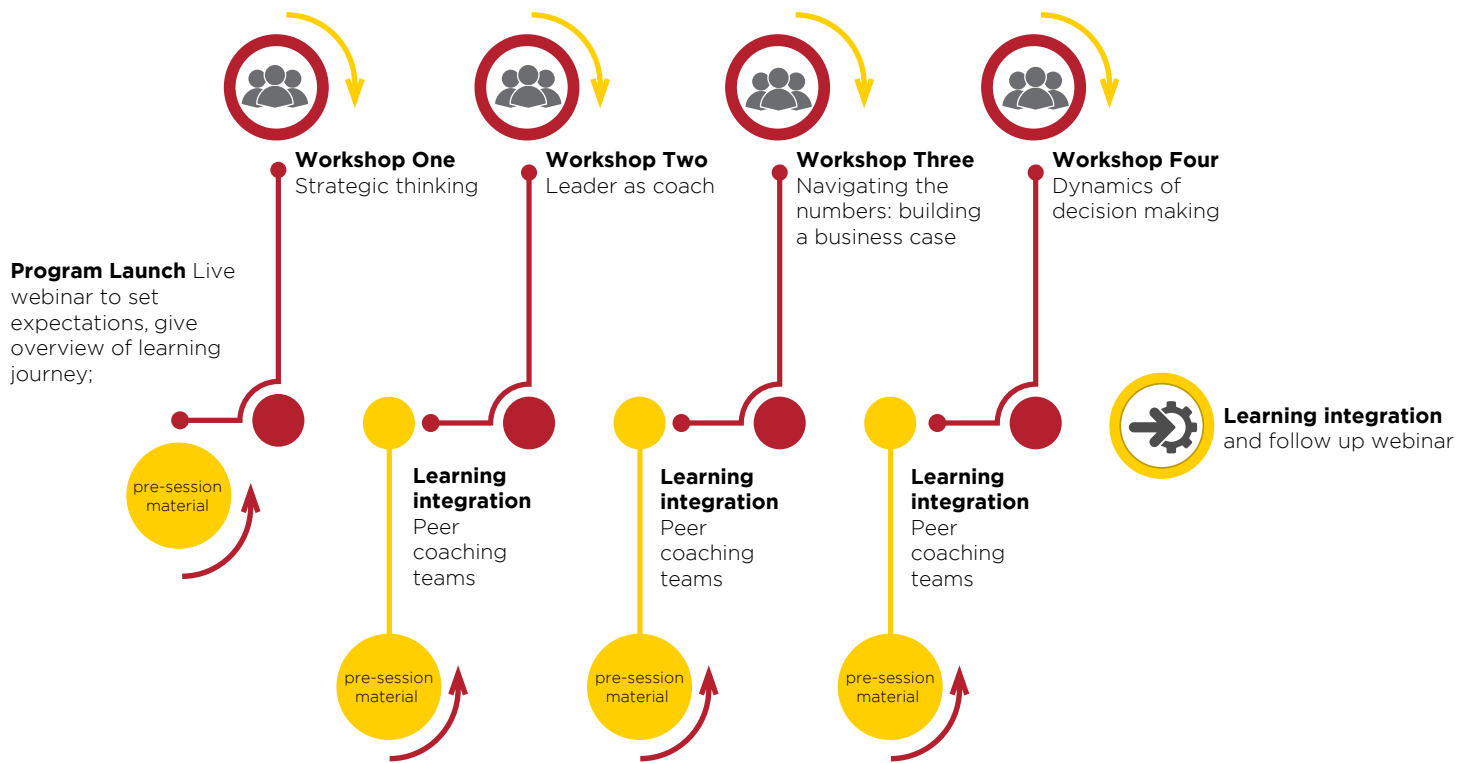
- Develop strategic thinking and create value that aligns with the organizations strategic goals and prepare participants to successfully lead and optimize an unknown future;
- Foster the desired leadership culture within the organization by cultivating curiosity in new leadership thinking;
- Build coaching capacity to enhance trust within the leadership and functional teams;
- Develop confidence to navigate the numbers connected to the business and practice building a business case;
- Build enhanced individual and group decision-making skills; and
- Integrate new business 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 architecture provides an example of what your custom 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, business leadership development 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);
- Four (4), five-hour (5) workshops (face-to-face);
- Delivery in Haskayne Executive Education facilities;
- All program materials and copyrights;
- Certificate of completion from the Haskayne School of Business for all successful participants; and
- Program team consisting of subject-matter experts, faculty lead, a manager of learning and development programs and a program coordinator.

**Investment Range:** \$18,000 - \$22,000 per instruction day plus the cost of the Action Learning Project process. Breakdown is formulated and based upon the following assumptions: learning needs assessments, program design process, maximum of 20 participants; 22 hours of face-to-face and 4-6 hours of blended learning, maximum of \$60/learner for assessment tools, UCalgary onsite delivery (downtown campus), and materials/copyright. Not including one-on-one leadership coaching or virtual learning platform.

## Faculty Lead

Peter Sherer is an associate professor at the Haskayne School of Business at the University of Calgary. He teaches within the MBA, PhD, executive MBA, and executive education programs. Peter's teaching interests include strategic human resource management, organizational theory, business strategy, and research methods. His principal research has been on the determinants and effects of management practices in law firms. He has presented his research and consulted with law firms in North America and Great Britain.

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