

# HASKAYNE Executive EDUCATION

*Programs for Organizations*

## Business Leadership Program with a focus on: The Coaching Leader

*Let us harness our expertise to build confidence in your leaders through development of a coaching culture.*

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 overarching goal of this program is to:

- Apply coaching methodology as a way to progress competency development
- develop leader's core skills that align with coaching competencies and cultivate their confidence to effectively fulfill their leadership roles and responsibilities.
- Develop coaching in support of career development across roles and time



# Program Objectives

The aim of this program is to:

- Link development goals to key competencies in order to maximize growth and contribution
- Create greater self-awareness of personal style and approaches to working with others
- Develop skills, competence and confidence in conducting coaching conversations with team members; and
- Integrate new coaching tools and frameworks into the fabric of the organization
- Demonstrate measurable improvement that benefits both the individual and the business

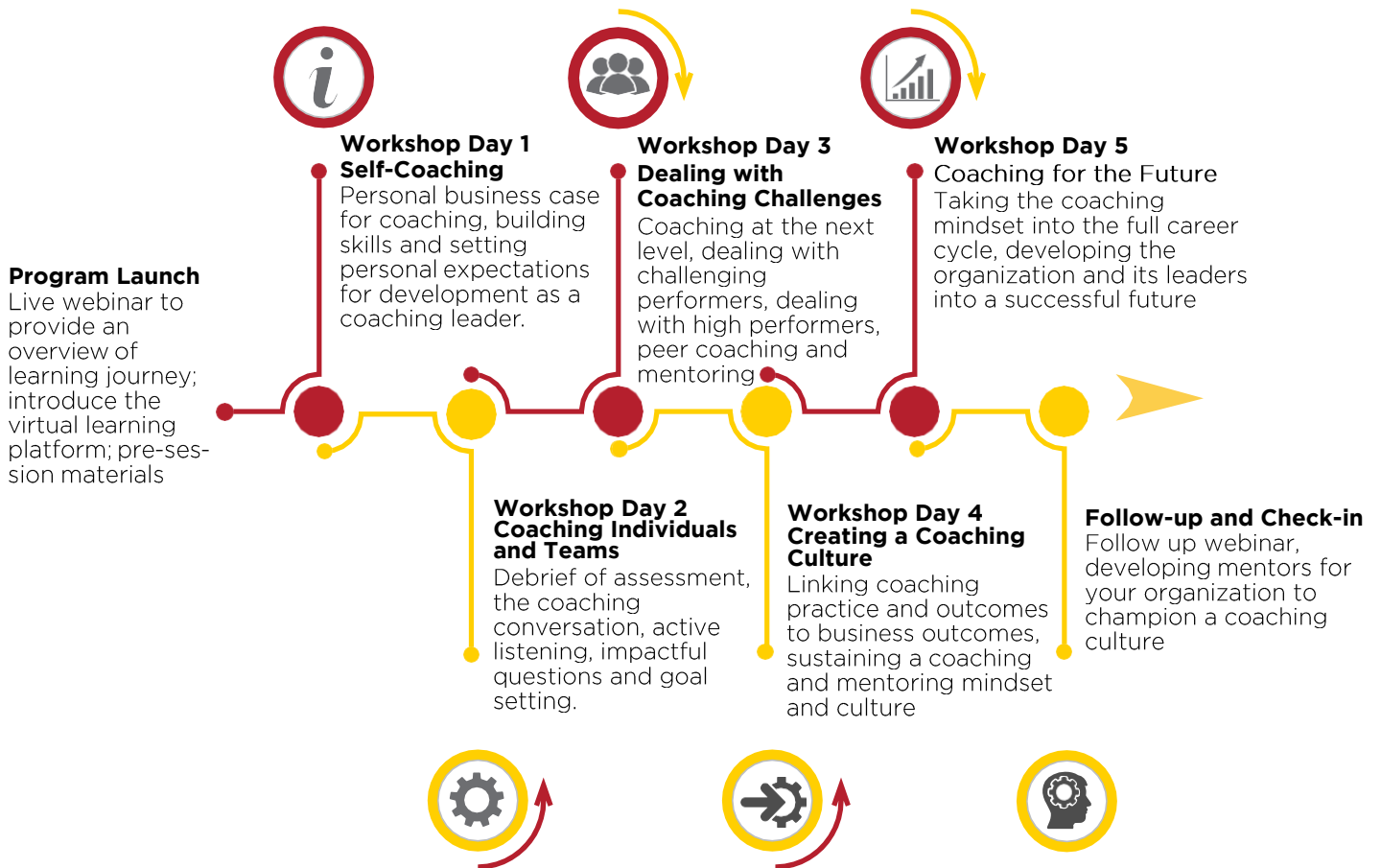
# Program Design and Delivery

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 assessment tools to inform and guide 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. Your organization's learning objectives and program design will be unique. Brochure samples are to be interpreted as examples only. This program may be eligible for grant funding up to five weeks prior to program start.

## Program Investment

The blended, coaching leadership development program includes the following:

Program delivery includes:

- Two (2) live webinars (pre/post program, 2 hours)
- Four (4) live online workshops (16 hours)
- One (1) in-person workshop (3 hours)
- Completion of one (1) individual assessment tool
- Delivery using Haskayne Executive Education 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 lead, a manager of learning programs and a program coordinator

**Investment Range:** \$500 - \$600 per participant. Based upon the following assumptions: maximum of 85 participants; 3 hours of face-to-face and 19 hours of live online learning. Inclusive of assessment, materials 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 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 Behaviour 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 EQi-2.0 and other assessment tools.

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