



Custom programming

Emerging Leaders Development Program

Empower leaders across your organization to create even more value while they gain essential and business leadership skills.

New leaders often face the same challenge: learning to inspire, collaborate with, and rely on a team, instead of their technical expertise. Effectively managing direct reports requires a shift in perspective and new approaches to learning.

Partner with Haskayne Executive Education to design a custom professional development program that meets your organization's unique goals. This collaborative process starts with a needs analysis to guide the specific design and delivery of the program and ensure your team gains the knowledge and skills to succeed.

Participants will practice hands-on skills and strategies relevant to their work as leaders, culminating in a solid foundation of leadership expertise. Leverage innovative tools and actionable projects to deliver a relevant learning experience that will not only build your employees' business leadership skills, but also boost organizational productivity.

Program objectives

The overarching goal of the program is to identify and address operational challenges, while catering to the learning goals of your employees.

In this program, learners will:

- Develop the skills to fulfill leadership roles more effectively and approach complex situations with innovative solutions
- Practice integrative thinking and apply it to business practices and strategic projects to create value
- Build a common language, improving communication flow and enhancing trust within leadership teams and functional teams
- Define and develop the desired leadership culture within their organization by breaking through siloed thinking and cultivating curiosity in new leadership methodologies
- Integrate new business tools and frameworks, boosting a risk-resilient organization

Program design

The program aims to deliver learning experiences that produce tangible performance outcomes for both your organization and your employees. This involves designing a program that is experiential in nature and grounded in corporate learning principles and practices.

The data-driven program design happens in three phases:

Identify: development needs, performance issues and key stakeholders, specific to your organization and industry

Define: desired program goals and outcomes, success measures, learning objectives, learning transfer and evaluation plan

Design: evidence-based, program structure that includes customized content, actionable projects and a variety of learning activities

The blended program includes:

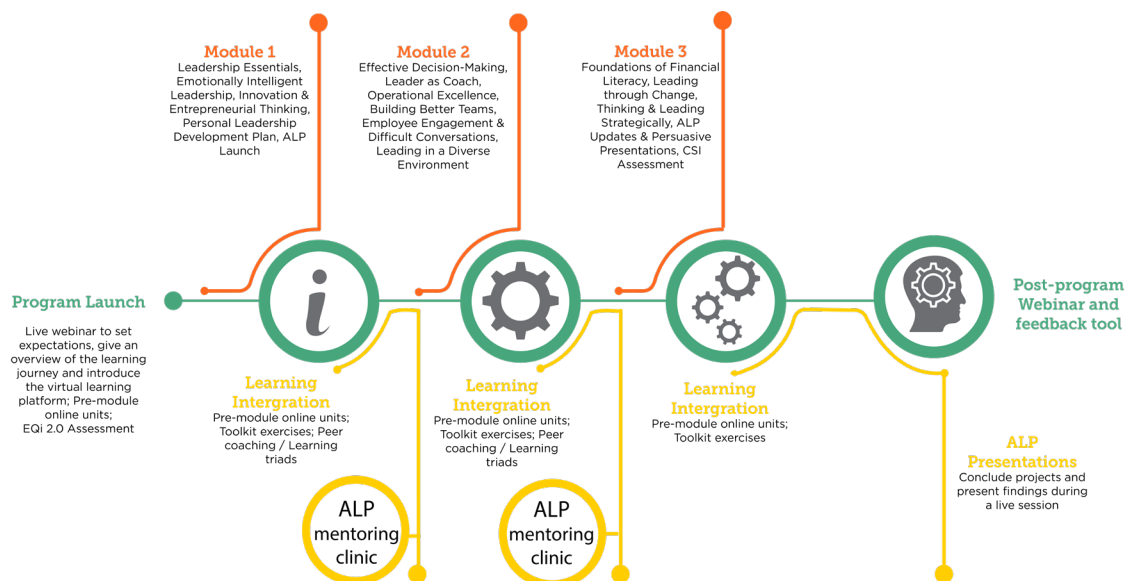
- 2 live webinars (pre- and post-program)
- 7 in-person workshops
- Delivery in Haskayne Executive Education facilities and virtual learning platforms
- All program materials and copyrights
- Certificate of completion from the Haskayne School of Business for all participants
- Program team consisting of subject-matter experts, Action Learning Project (ALP) lead and mentor, executive leadership coach, manager of learning and development programs, and program coordinator

Program delivery

Program delivery typically consists of a cohort-based, blended learning experience that takes place over a period of time.

Program elements usually include real-time webinars, workshop-style face-to-face sessions and actionable projects to implement new business tools and frameworks within learning teams. Specific content will be tailored to fit within the context of your organization. The program is scheduled at a time that is most convenient for your organization's work cycle.

The program architecture below provides an example of what your custom program could look like.*



Investment range

\$15,000 - \$17,000 per instruction day plus the cost of the ALP process.**

Breakdown is based upon the following assumptions:

- Learning needs assessments and program design process
- 49.5 hours of in-person sessions
- ALP process and mentorship
- Peer coaching / Learning triads
- Diagnostic assessment tools
- Development of a Personal Leadership Development Plan (PLDP)
- UCalgary onsite delivery (inclusive of materials, classroom space, virtual learning platform, and toolkit comprised of key resources, tools and templates)

*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 that can cover up to 2/3 of program costs.

Faculty leads

Derek Hassay PhD, associate professor emeritus, Haskayne School of Business

An award-winning instructor, active small business and corporate advisor, and program academic lead, Derek's passion is teaching and research at the interface between entrepreneurship and marketing.

Fred Jacques, PhD, adjunct associate professor, leadership and change, Haskayne School of Business

Fred is a leadership educator and executive coach with over 30 years experience in both public and private sectors. 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 numerous other assessment tools.

Register now

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