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New Leadership Training and Cohort Development

Leadership in Developmental Services:

Navigating the Ecosystem

Thursdays (11th January to 15th February 2024)

3.00PM – 4.30PM

Course Overview: This 6-week course is designed to equip new leaders in the Developmental Services sector with the knowledge, skills, and strategies needed to excel in their roles. Through a comprehensive curriculum, participants will gain insights into the sector's ecosystem, financial management, strategy and governance, operations and HR, innovation, and leadership essentials.



Details/Syllabus

Week One: Understanding the Developmental Services Ecosystem

- Introduction to the Developmental Services Sector
- Key Stakeholders and Their Roles
- Current Challenges and Trends
- Building Effective Partnerships

Week 2: Fiduciary Responsibility and Financial Management

- Financial Basics for DS Organizations
- Budgeting and Financial Planning
- Compliance and Reporting
- Risk Management and Sustainability

Week 3: Strategy and Governance

- Strategic Planning in DS Organizations
- Governance Structures and Best Practices
- Board-CEO Relationship
- Ethical Leadership

Week 4: Operations and HR Management

- Operations Excellence and Quality Improvement
- Human Resource Management Strategies
- Building and Leading High-Performance Teams
- Employee Engagement and Retention

Week 5: Innovation and Adaptation

- Nurturing a Culture of Innovation
- Technology and Data Utilization
- Adapting to Changing Needs and Regulations
- Case Studies in Innovation

Week 6: Leadership Essentials and Course Wrap-Up

- Leadership Styles and Skills
- Effective Communication and Decision-Making
- Self-Care and Resilience for Leaders
- Course Reflection and Action Planning

Course Format:

- Each weekly session (Thursdays, 3:00 PM - 4:30 PM) includes a lecture, interactive discussions, case studies, and guest speakers from the DS sector.
- Participants will work on group projects, assignments, and practical exercises to apply concepts learned.
- A final project or presentation may be required to demonstrate the application of course knowledge.

Course Benefits:

- Gain a holistic understanding of the DS sector and its challenges.
- Develop essential leadership and management skills.
- Build a strong network of peers and industry experts.
- Apply course knowledge to real-world DS scenarios.

This course will provide new leaders with the foundational knowledge and skills necessary to excel in their roles, make informed decisions, and contribute positively to the Developmental Services sector in Ontario.

