PUBLIC-SECTOR
EXECUTIVE LEADERSHIP INSTITUTE

SERIES 14

THE PROGRAM IS BROUGHT TO YOU IN PARTNERSHIP BY:

WELCOME LETTER

The **Public-Sector Executive Leadership Institute** provides participants with powerful tools for facilitating meaningful organizational change.

The learning journey embarked upon during this multi-modular program focuses on experiential and hands-on learning, incorporating individual and team-based exercises. These experiences will aid participants in returning to work as productive and collaborative members of the workplace, and poised for success in their leadership roles.

We are dedicated to each participant's success as it extends well beyond the innovative classroom experience. We look forward to working with you on this exciting program!

Sincerely,

Veronica Lacey
Program Director, and President and
Chief Executive Officer
Veronica Lacey and Associates

As President and CEO of Veronica Lacey and Associates, Veronica is focused on executive development and training for system leaders in the broader public sector, as well as consulting with social service agencies in the area of strategic leadership and management. For the past 30 years, Veronica has been a major player in the Canadian and international academic community, in addition to serving on numerous public and private sector boards. From an early career in public education to Director of Education for the North York Board of Education and Ontario Deputy Minister of Education and Training, Veronica has acted as the Co-Director of Public Sector Institute of Leadership and Management programs at the Rotman School of Management. She was President and Chief Executive Officer of The Learning Partnership, where over a period of 12 years, she grew the organization to have a pan Canadian impact. Veronica has forged successful partnerships among business, community and government leaders, provincially and at the national level. Veronica has recently been recognized as an Officer of the Order of Canada and awarded the Queen's Diamond Jubilee medal for service to the community.

VERONICA LACEY
President and Chief Executive Officer
Veronica Lacey and Associates

Learning Architecture

The **Public-Sector Executive Leadership Program** offers many different experiential learning opportunities and challenges designed to lift participants out of their comfort zones.

Participants will:

- Be exposed to leaders and situational cases from outside and inside the public sector to encourage engaging in higher order conceptual thinking to extract the principles of leadership, management decision making and innovative thinking.
- Be encouraged to not simply mimic the magic steps or lists of actions of other leaders without first considering the context and principles of strategic thinking and models that underpin those actions. Professors, guest speakers, case studies and expert panel discussions will be carefully chosen from public and private sectors.
- Be introduced to management tools and techniques to enhance your leadership and management skill sets. You will exercise these in developing a personal leadership and organizational improvement project to enhance your organization's effectiveness and performance.
- Be introduced to the practices of mindful leadership. Participants will develop greater awareness of their mental habits, relational patterns, and leadership purpose.
- Be provided with opportunities to discuss recurring themes around antiracism, managing virtual teams, and leading in times of heightened uncertainty.

A key feature of the program is the use of the co-consulting process, in which small teams of participants from different public service departments and agencies act as peer mentors throughout the course, and by mutual agreement beyond. This co-consulting process is centered around the design and implementation of each participant's chosen personal leadership and organizational improvement project.

Establishing a level of trust and ensuring confidentiality are primary objectives of this program and a crucial characteristic of the successful co-consulting relationship and therefore co-consulting team deliberations are private to the team members. Confidentiality and trust will be emphasized throughout the course.

While suggestions for managing effective co-consulting teams will be offered, team members are ultimately responsible for the quality of their co-consulting relationships.

Feedback and reflection are integral to personal growth and effectiveness. After each module, a requirement is a brief Self-Reflection Paper based on the application of the learnings of that module and it is to be submitted to the Program Director who will provide feedback and guidance. Additionally, external feedback about personal effectiveness is solicited through a formal process as a component of the personal project.

You will be encouraged to offer frequent feedback about the overall effectiveness of the program and that feedback will be used to help shape the remainder the program and future offerings.

Learning Overview

This learning journey is composed of six modules designed to be delivered over several months, in partnership with an Ontario university. Each module will be two- and one-half days in length. Four of the six modules will be in-person learning, while the two modules delivered during January and February of 2023 will be virtual.

In this course, our ultimate goal is to foster learning and encourage the application of key concepts that are taught in the classroom. Learning can take place in a variety of different contexts and circumstances. The key to ensuring the lessons have impact lies in combining several different teaching methods during one program.

Learning Topics

- Leading Organizational Transformation
- Dealing with Institutional Racism
- Communications
- Financial Acumen
- Governance
- Creative Problem-Solving
- Using Data to Drive Change
- Having Difficult Conversations
- Managing High Performing Teams
- Mindfulness for Leaders

The cost of the program is $15,000 plus GST, and it includes all materials and meals.