

Emerging Leaders Program



Rotman School of Management
UNIVERSITY OF TORONTO

Rotman

Initiative for Women in Business

The program addresses the challenges managers face as they transition to higher levels of leadership. It aims to help women develop leadership and business skills without losing sight of their professional and personal goals. The program will tackle how to identify opportunities for success and how to have greater personal and professional impact. As well, participants will learn how other women have discovered their own leadership styles and how they have enhanced their power and status within their organizations.

Program Details

Dates

November 10 to 13, 2008

Venue

The program sessions will be held at the Executive Programs facilities of the Rotman School of Management located in downtown Toronto.

The nearby Park Hyatt Hotel (10 minutes walk) offers a special Rotman rate for participants who would like to stay near the school during the program.

Program Format

This is an intensive four-day learning and networking experience. The program will expose you to personal and professional impact tools, viewpoints and strategies. Sessions are taught by Rotman faculty and senior business executives who have worked with some of the best organizations in the world.

Teaching sessions are based on a blend of leadership diagnostics, group discussions and lectures.

Who will benefit most?

High potential women managers who aspire to step into positions of greater authority and influence in their organizations. Also, new mid-level and senior-level managers who are leading teams and have direct reports.

Program Benefits

At the completion of the program, participants will be ready to use the new knowledge and skills acquired to address professional situations with more confidence.

Participant Benefits

- Learn and apply a variety of leadership models, and gain deeper insight into female leadership styles.
- Understand their personal leadership style.
- Understand personal reservoirs of strength and become more effective at influencing with, and without, authority.

- Acquire tools and techniques that will broaden leadership capacity and prepare participants to effectively navigate and manage professional and personal challenges.
- Learn more about being a team leader and how to steer teams to higher levels of performance.
- Gain insights into coaching and bringing out the best in people.

Organization Benefits

- Knowledge and skill enhancement for high potential female talent leading to improved results.
- Improved team leadership skills within the organization.
- Managers better equipped to take on more responsibility and accountability.
- Leadership skills to foster creativity for enhanced competitiveness.

The Initiative for Women in Business at Rotman is focused on: • Supporting women in their efforts to advance and be successful in their careers • Being the place for professional women who want to further their education • Creating partnerships with local, national and international communities and networks of professional women • Being a strong voice on women and business in the global business arena

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Sessions Themes

Day One: Developing Your Leadership Style

Leading Teams and Leadership Style

What makes leadership so challenging? How do people learn to manage and lead, and hone a leadership style that is uniquely suited to them and the situations in which they operate? We will approach the topic of leadership development using two case studies of women leaders. The roots of their leadership performance will be examined and we will look at the specific challenges of leading teams. Through interactive discussion, we will draw universal lessons on leadership as well as some that are unique to women leaders.

Building Versatility in Your Leadership Style

The effectiveness of a given style of leadership often depends on how well it is suited to a particular situation and person. Research suggests that what sets great leaders apart is their ability to develop a broad repertoire of leadership styles and to adapt these to changing circumstances. In this session, we will explore leadership styles through the examination of an individual's social style, and will also look at approaches to increasing a leader's versatility.

Day Two: Leadership Communication

Influencing Skills

Building meaningful relationships is critical to career advancement. This

session will focus on ways to expand and enrich your influencing style with tips and tools that can be immediately applied back at the work place. It will explore ways to build and sustain positive relationships with colleagues and managers.

Negotiating Skills

You will acquire tactics and tools to shape professional and personal outcomes. You will develop ways to communicate and leverage your accomplishments and strengths with authenticity and sincerity. In addition, you will work on improving self-advocacy and advanced negotiation skills.

Day Three: Change Leadership

Change Leadership

What are the leadership skills necessary to institute change in large organizations? What do great leaders do to influence large numbers of people? Through the analysis of a classic turnaround case, we will identify the core skills of leadership — analysis, communication, and emotional intelligence — and build the foundations to solidify those critical capabilities in our own leadership toolkit.

Strategic Leadership and Blue Ocean Strategy

If strategy is understood as a plan of action that will allow an organization to win customers, what do leaders do when competitors are using the same ideas? The ability to innovate, create new value for customers and uncover untapped markets becomes

essential. Using the Blue Ocean strategy approach is a powerful way to achieve these results. This session will take you through the strategy. We will look at companies such as Cirque du Soleil, learn how to create a value curve and examine new opportunities.

Day Four: Networks and Action

Building and Leveraging Strategic Networks

Professional networks are a critical source of power, influence, and career success. Women, however, are faced with unique challenges as they develop their networks of professional relationships. We will gain a thorough understanding of where professional relationships come from, and why men's and women's networks are systematically different. With this newly gained insight, we will formulate tactics to manage more effectively the specific networking constraints women face.

Creating a Personal Action Plan

Emerge from this session with a plan that will help you assert your leadership style and effectively guide your actions back at the work place. This interactive session provides insight on how to proactively manage your career and is an opportunity to create your own career blue print. Small groups will share goals and create a new network of career advisors.

For more information or to apply, please contact:

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