

## Executive and Senior Leader Program: A robust, integrated LEADERSHIP DEVELOPMENT EXPERIENCE that builds on existing expertise.

The diverse elements of this program are designed to work together to stimulate learning, broaden thinking, deepen understanding and to maximise integration of knowledge into behaviour.

The deliberate inclusion of a **strong cohort aspect** (through the peer groups, coaching triads and workshops) builds a **solid foundation of trust and respect** between participants and is an integral part of the success of this program.

All learning is tied back to the participant's current role, unit and the broader organisation.

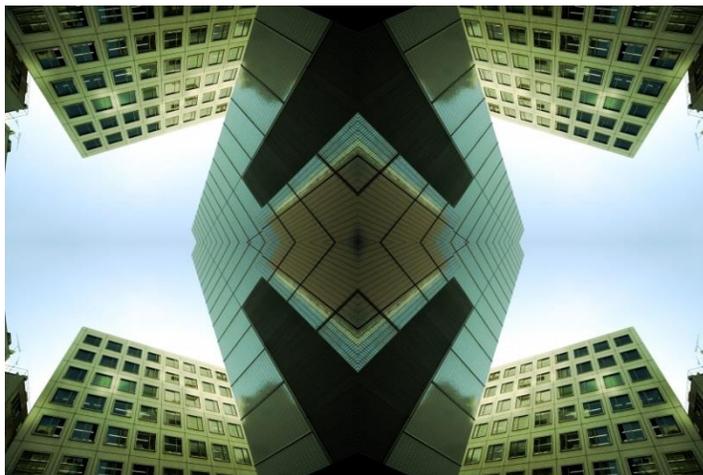
### Framework

The structure provokes learning in the context of *who the learner is* and *where the learner finds him/herself* (ie their role and context at Organisation).

True learning happens when knowledge (or head learning) is integrated with a person's values and behaviour – when it becomes a **new habit or way of being**.

This learning requires:

- The **introduction of new concepts** as a stimulus to learn  
(readings, workshops, peer groups)
- The **internalisation of concepts**  
(Triads, individual coaching, peer groups)
- The **application** of concepts **over time**  
(Action Learning)
- **Reflection** and **feedback**  
(Triads, individual coaching, peer groups)
- Growing **Self-Awareness**  
(Assessments, Triads, individual coaching, peer groups)



## Key Outcomes

### 1. Self-Awareness / Emotional Intelligence

Self awareness, together with *patterns of learning*, are two of the most critical competencies in ensuring consistent leadership success throughout a person's career.

This program will raise participant's emotional intelligence by increasing their self awareness so that they will better manage themselves, their environment and better be able to influence others.



### 2. Peer Network of Strong, Trusting Relationships

Systems and the organisations that house those systems are only as strong as the relationships that exist between the people in the various interdependent departments.



Significant personal and organisational value is gained through interdepartmental relationships that are developed as a result of a peer/cohort model. It also exposes them to a wider range of issues and concerns; another very important executive competence *Breath of Experience*).

### 3. Expanded understanding and integration of leadership and management concepts

Although participants will be coming with different levels of exposure to management concepts, the process will introduce them to leadership concepts that build on what they already know and continue to serve them as they progress on their leadership journey.

The concepts will broaden participant's general understanding of leadership and those concepts most relevant to each participant's stage of learning will be incorporated into their behaviour.

### 4. Understanding of self/role/department/organisation and how to work within policies and procedures to accomplish the vision/mission

The participants will gain insights into themselves, their competencies and they will expand their competencies, linking the learning back to their role, department and broader organisation. They will leave with a more comprehensive understanding of the inner workings of organisations in general and *Organisation* in particular.

### 5. Broaden Decision Making

With the inclusion of a philosophical aspect to the *peer* groups, participants will discover beliefs that influence their decisions and actions and will emerge with a broader, more intentional approach to decisions.

### 6. Strong Life-Learning Tools and Habits

The unique coaching philosophy which underpins the whole program develops in participants the capacity and the habit of learning.

By the completion of the program they will have integrated this learning into their way of being and will continue to grow, learn and be successful as they apply this sophisticated competence to situations they come across long after the program has ended.



To book a consultation, or for more information,

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