



# THE ASPIRING LEADERS PROGRAM

Duration | 10 weeks | Next Cohort Begins | Sept 18th, 2024

Includes | 1:1 Coaching | 5 workshops | *Everything DiSC* Assessment

Proud APEX Partner





# OVERVIEW

CareerJoy's Aspiring Leaders Program stands out as a specialized offering tailored for junior leaders and emerging talents within the Public Service. This program diverges from traditional development by focusing on the whole person, underpinning the foundational principle that in order to successfully lead teams and departments you must first successfully lead yourself.

This Aspiring Leaders Program uses our [LQ] Leadership Intelligence Framework to equip participants with essential leadership tools and strategies to transform emerging leaders into confident, skilled professionals ready to advance their careers and contribute significantly to their department's success.

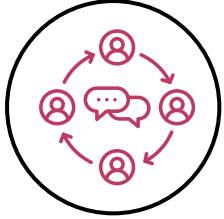




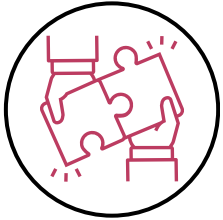
# KEY TAKEAWAYS



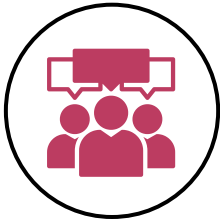
Use the [LQ] Leadership Intelligence Framework to identify the skills and competencies of successful leaders in the Public Service.



Analyze the fundamentals of communication and how your communication impacts professional relationships and interactions.



Explore your Managerial Style and understand its impact on colleagues and teams.



Discover strategies to improve employee engagement using the Cycle of Excellence and practice delivering feedback in a supportive way.



Develop a plan to navigate and advance your career in the Public Service.



[LQ] Leadership Intelligence is a framework developed by our team at CareerJoy in collaboration with numerous clients and subject matter experts that supports a leader's vertical development.

There are four key principles that work together to support the leadership of self, leadership of teams, and leadership of an organization – commitment, character, competency and culture.





## OUR COACHES + FACILITATORS

Our facilitators are also coaches, and they bring that experience into each workshop.

Our facilitators engage and encourage participants to apply their experience and knowledge to the subject matter and to be active contributors to the conversation and the learning. Our facilitators ask thought-provoking questions, use dynamic activities and lead participants through the content, making it relevant to their experience and role.

Each of our public sector facilitators and coaches has a substantial background and experience working at various levels in the public service, including;

- **Manager**
- **EX-01, Director**
- **EX-03, Director General**

Many of these facilitators also hold a security clearance ranging from Entrance to Reliability, up to Top Secret.

# THE DETAILS

**Program Start Date: September 18th, 2024**

## **Week 1: Leadership Foundations (September 18)**

Before you can effectively lead others, you must begin by leading yourself. In week 1 you will:

- Explore the differences between 'managing' and 'leading'
- Use the [LQ] Leadership Intelligence framework to establish what a successful leader looks like in the Public Service
- Establish your baseline strengths and areas for improvement

## **Week 2: Authentic and Impactful Communication (October 2)**

Mastering the art of communication is the key to effective leadership, building a thriving team, and departmental success. You will:

- Analyze the fundamentals of communication, how it works, and the impact it has on your relationships and interactions
- Improve 2-way communication through active listening, powerful questioning, and knowing your audience

## **Week 3: Leading and Developing Your Team (October 16)**

Discover your Managerial Style with the [LQ] Management Style Assessment powered by Everything DiSC. Knowing your style is critical in effectively leading diverse teams and building trusted relationships. You will;

- Explore your Managerial Style using the results of your assessment
- Understand the impact of your style on others
- Recognize the working style of others





## Week 4: Engaging for Higher Performance (October 30)

As a people leader you are accountable for achieving results with, and through, the success of your team. You will:

- Explore a Cycle of Excellence to engage employees, continuously improve, and drive results
- Use the [LQ] Leadership Intelligence framework to examine and address employee performance concerns
- Script and prepare effective feedback statements to communicate constructive feedback

## Week 5: Navigating Your Public Service Career (November 13)

It's important to be equipped with the soft skills necessary to be an effective leader, but it is equally as critical to understand how to logistically become a leader in the Public Service. You will:

- Identify your unique Career Identity and what you want from your career
- Explore strategies to navigate and advance in your career
- Develop a plan to take what you've learned and apply it to transform your career







WORK. MADE BETTER.  
MIEUX VIVRE SON TRAVAIL.

## Human

We believe in the value of the individual and the importance of empowering and celebrating our unique individual strengths and desires.

## Modern

We believe that being 'modern' means creating future-focused leaders capable of adapting quickly and leveraging technology to unlock, not replace, human potential.

## Canadian

We believe in serving Canadians from coast-to-coast to develop strong sustainable careers and cultures.

## Results

We believe that creating impactful leaders has transformative results for organizations, improving cultures and increasing results.



100% SERVICE | COACH FIT

**GUARANTEE.**

CareerJoy

# YOUR INVESTMENT



5 two-hour workshops with experienced facilitators with extensive experience in the Public Service



Access to the [LQ] Learning Lab - an online portal with additional resources, tools and materials



5 Fifty-minute Executive Leadership Coaching sessions with a Public Service [LQ] Certified Career Coach



Managerial Style Assessment powered by Everything DiSC to identify your management style (with debrief)



A certificate of completion

**Investment: \$3,960 + tax**







## LEARN MORE

Taking the next step in your leadership journey is simple.

Complete the registration form using the QR code and have a member of our team reach out to confirm your spot in the program.



**Have questions?**



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Joy<sup>®</sup>