



# Leadership Saskatoon

## Program Overview & Dates 2020-2021\*

www.leadershipsaskatoon.com

306.683.2265

**Leaders** from across all three sectors (public, private & not-for-profit) interact together in a 10-month community leadership program.

In addition to the Opening Retreat, the program includes 9 full learning days which take place once per month on Mondays.

### ***WE BELIEVE...***

*Leading is a practice not necessarily linked to a formal title or position.*

*Leading is about self-development and living your values with integrity.*

*Leading is about inspiring, supporting, challenging and encouraging team members.*

*Learning and practicing leadership skills strengthens and connects individuals across all sectors.*

*Participating in our program transforms people.*

Orientation for Class of 2021- September 17, 2020  
4:00 – 6:30 p.m.

### September 24-26, 2020 – Opening Retreat **Learning Leadership: Setting the Stage for Your Leadership Journey**

This two and a half day retreat is designed to set the stage for your 10-month leadership journey. Share your leadership story. Be introduced to reflective practice. Learn about Leadership Saskatoon's philosophy of leading which includes navigating the intersection of your personal, professional, and community life. Deepen your understanding of the evolution of our community and learn about diversity, inclusion and equity and why an understanding of these concepts is necessary to be an effective leader.

### October 26/20

#### **Know Thyself: Leadership and Self-Awareness**

The foundation of effective leadership is knowing yourself. Using the Myers-Briggs Type Indicator Tool (MBTI) you will learn about yourself as a leader and how to effectively work in diverse teams with different personality types.

### November 16/20

#### **Foundations of Leadership: Values, Strengths and Core Leadership Practices**

Examine and affirm your personal values and explore how your values and strengths align with your work as a leader. Learn about the influence that organizational culture has on leadership and be introduced to Kouzes and Posner's Five Practices of Exemplary Leadership as a model for leading at your best.

### December 7/20

#### **Adaptive Leadership: Leading through Complexity**

Adaptive Leadership is a practical leadership framework that helps individuals and organizations adapt and thrive in challenging environments. Explore adaptive leadership tools and techniques such as systems thinking to help navigate the complexity of today's shifting work landscape. Through the formation of learning teams, put your leadership skills into action to explore a complex community issue.

### January 11/21

#### **Collaborative Leadership: Strengthening and Supporting Teams & Leaders at all Levels**

Learn about collaborative and shared leadership practices and where they can be used to increase the capacity for leadership at all levels. Explore the differences between mentorship, coaching and delegation and engage in activities to help master these important skills. Meet your Leadership Saskatoon Mentor at a special *Meet Your Match* luncheon event.

### February 8/21

#### **Developing as a Leader: Giving & Receiving Feedback**

Self-discovery and self-awareness are essential to developing our capacity to lead. A core component in this process is an analysis of our behaviors as leaders. Receive and reflect on the results of your Leadership Practices Inventory 360 Review (LPI 360). Delve into the concepts of growth & fixed mindset, learning versus performance zone, and how to deliver positive, developmental, and evaluative feedback to individuals and teams.

### March 8/21

#### **Navigating Conflict: The Importance of Social & Emotional Intelligence**

Because no two individuals have exactly the same expectations and desires, conflict is a natural part of our interactions. Explore your conflict resolution style and learn how to successfully navigate conflict through the application of the Thomas-Kilmann Conflict Mode Instrument (TKI). Review the concepts of emotional and social intelligence and understand why aptitude in this area is now seen as a required leadership competency in our increasingly complex world.

### April 12/21

#### **Change Leadership: Leading & Supporting Transitions**

Sometimes leaders are responsible for developing a vision, and sometimes they are asked to support a vision by leading teams through transition. Receive an introduction to basic change management theory and learn to lead and support change in a more collaborative and responsive way.

### May 10/21

#### **Making an Impact as a Leader: Collective Impact & Community Engagement**

Learning Teams will present their findings on their chosen community issue, sharing reflections on their personal growth as leaders and insights on working in a team. In the latter part of this session you will be introduced to the concept of collective impact - a form of collaboration which brings together different sectors to solve large, complex problems. The collective impact framework will be explored as a basis for undertaking complex work in your personal, professional, and community life.

### June 7/21 - Closing Retreat & Graduation

#### **Leading Forward: Connecting to Your Leadership Purpose**

Our final session will pull together lessons learned in the 10-month Leadership Saskatoon program with a focus on connecting your values, strengths, skills, and passions with your leadership purpose. Emphasis will be placed on the importance of self-care as a leader. The session will be followed by an evening reception celebrating the graduating class.

\*This is a preliminary version of our planned program for the 2020-21 program year. Topics may be subject to change.