



## **Organizational Leaders Program:**

Designed intentionally for academic and administrative organizational leaders at McMaster, this 9 month, cohort based, blended leadership development program focuses on:

- The Changing Landscape of Higher Education
- Priority Setting & Resource Allocation
- Collaboration & Partnerships
- Interconnections within the University System
- Leadership, Ambition & Challenge
- Succession Planning
- Difficult Conversations & Crisis Management

Through the program participants will engage through:

- In person sessions
- A leadership assessment
- Executive coaching sessions
- Senior Leader Panels
- Learning Labs
- A strategic problem evaluation supported through peer mentoring

### **Program Learning Outcomes:**

- Develop a comprehensive understanding of strategic priorities in the university's evolving landscape, explore university governance requirements and discuss the role of organizational leaders in driving the university mission.
- Develop skills to analyze and integrate internal and external insights into decision-making, effectively cascade and align organizational priorities across teams, navigate key financial metrics, the budget process, and operational governance, and apply prioritization tools to acknowledge and respond to emerging priorities
- Cultivate effective interdisciplinary connections and partnerships within the university, employing strategic influence and building trusting relationships to advance university-wide goals and team dynamics.
- Discuss opportunities to enhance the student and employee experience through collaborative efforts, fostering a student-centric mindset across all roles in the University, and explore how to streamline processes to support university goals efficiently across departments.
- Embrace and enhance your leadership role to effectively lead, mentor and inspire teams to excellence and foster an inclusive and innovative environment that enhances the employee experience and drives excellence.

- Prepare for future leadership transitions by understanding and applying effective succession planning processes, identifying necessary skills and knowledge for leadership roles, and facilitating developmental conversations.
- Enhance capabilities in managing complex interpersonal challenges, coaching others in people management and applying crisis management strategies effectively in both unionized and non-unionized environments.

