McMaster's Strategic Leaders Program:
A New, Bold, and Different Way of Thinking about Leadership

Building on McMaster's six leadership capabilities, the program integrates three key themes: *Leading Self, Leading Others, and Leading at the University*. Participants will gain an awareness of their current capabilities and work to develop them to more effectively lead others and ultimately position themselves to grow their careers within McMaster.

The curriculum is based on current literature drawing from diverse sectors, research, and best practices. A variety of learning methods are incorporated including a McMaster specific multi-rater leadership assessment, experiential and self-reflection activities including journaling, small group work, case studies, and more. Activities to support learning application include coaching, mentoring, small group activities, and experiential learning. Examples of leadership, best practices, and guest speakers from McMaster University and external subject matter experts will be integrated throughout the program. An online component will enable participants to stay connected between sessions and complete pre-assignments.

Topics Covered

Seven different leadership themes are explored over individual program modules and include:

- Strategic Leadership Foundations
- Resilient Leadership
- Creating an Inclusive Culture
- Collaborative Leadership
- Building a Culture of Innovation
- Creating a Healthy Work Culture
- Strategic Leadership: Bringing it All Together

Program Learning Outcomes

Through the program, the participant will be able to:

- Describe the Strategic Leader Capabilities and demonstrate growth in relation to the capabilities from program beginning to end
- Understand his or her own personal leadership style and leverage it to effectively interact with others and develop teams
- Participate in learning based on lived experience and implement knowledge, skills, and attitudes acquired through experiential activities in the workplace
- Strengthen existing and develop new networks that will enhance cross-organization collaboration and cooperation
- Experience increased comfort and skill in practicing leadership consistently and successfully across the University
- Connect leadership practice and behaviours to support and advance University strategy

New, Bold, and Different

Elements that make this program new, bold, and different from past programming include the following:

- **Facilitator Format:** Multiple facilitators and guest speakers from diverse sectors will present ideas and lead discussions. Program organizers will ensure continuity and threading of themes throughout the program.
- **Hybrid Learning Experience:** Avenue to Learn will be used to expose participants to self-study "pre-work" activities. Participants will gather virtually via Zoom to participate in interactive "live" sessions. In-person opening and concluding sessions serve to "bookend" the learning experience providing participants heightened engagement opportunities. This hybrid model provides a balanced and flexible learning experience.
- **Interdisciplinary Approaches:** The program will incorporate articles and resources from the literatures of the humanities, social sciences, health, education, and business. An interdisciplinary lens will be used in discussions and activities.
- **Capabilities Assessment:** Participant completion of a McMaster-specific multi-rater tool will generate feedback related to the leadership capabilities and McMaster values.
- **Dynamic Curriculum:** Compelling and thought-provoking stories, narratives, and case studies that relate to McMaster will be part of the program. Participants will analyze situational implications for the University and experience diverse leadership lessons.
- **New Perspectives:** Guest facilitators and speakers will challenge participants to view their roles and work differently.
- **Senior Leader Connections**: The program includes opportunities for dialogue with members of PVP, alumni, and community leaders.

Credential

A McMaster Certificate of Completion (digital format) will be awarded to participants who attend all sessions, complete assignments, and meet other program requirements.

This program is funded by McMaster University.

Strategic Leaders Program is delivered by McMaster Continuing Education WeAreAllLeaders@mcmaster.ca