

Leadership Development Program

The success of leaders is measured both by their individual contributions, and by how well they get work done with and through others.



In this interactive professional development program participants practice and apply the skills needed in order to achieve team effectiveness and success, including: communication, problem solving, performance management, motivation, delegation, and coaching. Effective interpersonal communication, relating well to others, and the ability to choose the appropriate leadership style to fit the situation form an integral part of the program.

The program is designed to encourage ongoing application and re-enforcement of learning and techniques between sessions and following completion of the program.

Who Should Attend: Algonquin College managers, supervisors, team leaders, and those wanting to develop leadership competencies.

Session Dates: The program is offered in the fall and winter semesters. The 6-day program is divided into three 2-day sessions delivered over 3 months and covers the 6 distinct learning modules described below.

Time and Location: 8:30 am – 4:30 pm, Woodroffe Campus

Module 1 - Starting with the Environment

- Seminar objectives, schedule and norms, and personal introductions
- Creating and maintaining a supportive working climate
- Applying the essential elements of interpersonal communications

Module 2 - Taking Care of Business

- Identifying ways in which to improve interpersonal relationships
- Conducting fact-finding interviews
- Dealing with behavioural problems (application of a problem-solving methodology to real life issues)

Module 3 – Personal Style Meets Leadership Style

- Understanding personal strengths in relating to others
- Choosing the most appropriate leadership style

Module 4 – Motivation Theory and Application

- Bringing fifty years of theory brought to life
- Examining primary motivators and how they impact leadership style
- Evaluating the impact of expectations on employee performance

Module 5 – Positioning for Success

- Delegating for effectiveness
- Components of a Performance Management System
- Coaching for continuous improvement

Module 6 – Practice Makes Perfect – Role-Playing Exercises

- An experiential review through a process of role play, feedback and analysis
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A Certificate of Completion will be provided to all participants who successfully complete the program.

Note: Exemptions for this Leadership Development Program may be granted based on proof of successful completion of at least one of the following programs:

- Management Skills Program (10-day program offered by The Management Centre)
- Chairs Academy Leadership Academy Program
- Leadership Development Institute Program
- Management Development Institute Program

There is also a Prior Learning Recognition and Assessment (PLAR) process for this Leadership Development Program available to applicants.

For more information, please contact Tanya Vibert, Centre for Organizational Learning (vibertt@algonquincollege.com, ext. 5465, C135)