



## Canadian Executive Development Series

November 2004 Event: Innovation in Leadership

An Ottawa exclusive, industry-designed, must attend event  
with **Harvard Business School** case studies  
and **Queen's University Development Center** facilitators,  
dinner keynote speakers,  
and a deeply-rooted networking opportunity.

Ottawa, Canada  
November 8 - 12, 2004

**ALGONQUIN**  
COLLEGE



## Innovation in Leadership highlights:

- ▶ Five-day intensive, interactive, engaging executive development event including:
  - ▶ two days of practical, tool-based executive leadership lessons from world renowned Dr. Paul Stoltz, an expert on Adversity Quotient (AQ), and
  - ▶ three days of highly engaging executive leadership programs presented by **Queen's University Executive Development Center**, using case studies and collaborative learning methodologies
- ▶ Debate case studies developed at **Harvard Business School** and Richard Ivey School of Business
- ▶ Post-event consulting follow-up to enhance skills transfer, improve deployment, and optimize performance drivers
- ▶ Beyond the five-day core professional development materials, interactive discussions and speaking events by successful industry practitioners will be dispersed throughout the week
- ▶ Two keynote addresses, with dinner, promote outstanding networking opportunities, relevant topics and speakers:
  - ▶ Dr. Paul Stoltz, CEO Peak Learning  
November 8, 2004 – "Building a High AQ Culture"
  - ▶ Ben Webster, Mount Everest Expedition Team Leader  
November 10, 2004 – "Reaching the Highest Peak"
- ▶ Breakfast, lunch and refreshments
- ▶ Solutions-based takeaways you can immediately employ in your hiring, development, strategy, and overall leadership efforts
- ▶ Join a select network of executives who link with each other

## Who should attend this event:

- ▶ individuals leading organizations
- ▶ individuals identified as high-potential and poised to become business leaders
- ▶ individuals in leadership positions who are critical to the organization and are executive-level bound



## Keynote Address November 10, 2004

### Reaching the Highest Peak

Ben Webster,  
Mount Everest Expedition Team Leader  
Wednesday November 10, 2004  
5:00-7:00 p.m.

On May 17, 2000, Ben Webster reached the summit of Mount Everest and became the first Canadian in this millennium to accomplish this amazing feat. Mr. Webster has persevered and has achieved pinnacle results while facing death-defying challenges. In 2004, he led yet another successful team to the summit of Mount Everest. He believes conquests occur within the minds of the people, in penetrating self-imposed barriers of fears, doubts and limitations, and getting through to the potential that lies within.



## Days 1 and 2

**Facilitator:** Dr. Paul Stoltz, CEO,  
Peak Learning Inc.  
**Event session:** Leading Through Turmoil  
**Duration:** 2 days

### Overview

Today's emerging leaders face ever-greater complexity, uncertainty, and adversity. Those who respond better and faster to the onslaught of challenges, win. Successful leaders must develop and demonstrate exceptional resilience in order to inspire their people, grow the business, remain agile, and be strong, even in the most demanding circumstances. This foundational module equips leaders with the world's most widely acclaimed methods for assessing and strengthening human resilience. Used as global standards by dozens of industry-leading companies including HP, Marriott, FedEx, Sun, Cadbury and Deloitte & Touche, this session fundamentally improves how leaders approach and navigate business and life. It provides real tools for lasting resilience.

### Session takeaways

- ▶ Develop leadership capacity
- ▶ Assess resilience in potential employees/applicants
- ▶ Hire people who thrive in turmoil
- ▶ Develop more resilient teams
- ▶ Use adversity to your advantage
- ▶ Execute stress management relievers
- ▶ Recognize dominant global trends that drive behavior and change
- ▶ Implement science-grounded tools for improving work-life balance
- ▶ Lead, accelerate and drive change
- ▶ Become a more entrepreneurial leader
- ▶ Bolster accountability
- ▶ Improve quality of life, health, and vitality

### Facilitator

Dr. Paul Stoltz, is the originator of Adversity Quotient® (AQ®) and the world's leading expert on the subject. Paul founded PEAK Learning® in 1987 and now works with top leaders and thinkers within a broad range of organizations. As Director of the Global Resilience Project, Dr. Stoltz oversees research in 17 countries. His partners include top thinkers at Yale University, Stanford University, and more than a dozen universities overseas. Hailed by Executive Excellence as "one of the 100 most influential thinkers of our time," Dr. Stoltz is a member of Stanford University's Distinguished Leaders Lecture Series. He was also selected as the Millennial Thinker for Singapore and the "Guru of the Year" in Hong Kong. He serves as a frequent resource for the world's top media — CNN, CNBC, Business News Network, NBC Nightly News, and the Oprah Winfrey Show. Many notable publications have quoted him or featured his ideas — The Wall Street Journal, Harvard Management Update, Investor's Business Daily, The Washington Post, the Los Angeles Times, Entrepreneur Magazine, and the Drucker Foundation's prestigious Leader to Leader.

## Keynote Address November 8, 2004

### Building a High AQ Culture

Dr. Paul Stoltz, CEO PEAK Learning Inc.  
Monday November 8, 2004 5:00-7:00 p.m.



## Day 3

**Facilitator:** Douglas Reid, Queen's University  
**Event session:** Leading Strategy  
**Duration:** 1 day

### Overview

The session will ensure participants fully understand the strategic planning process, the available strategic planning tools and their use and will enhance the effective synthesis of the company's strategic plan. The session pays particular attention to removing obstacles to successful implementation by building commitment, overcoming resistance to change, and improving action-planning.

### Session takeaways

- ▶ View and debate the practical implications of strategy
- ▶ Set Strategy
- ▶ Develop a streamlined strategic planning process
- ▶ Create the foundation for successful implementation
- ▶ Create a useful and useable strategic plan

### Facilitator

Douglas Reid is an authority on corporate alliances and partnerships. His research focuses on how companies stabilize their alliances by providing network resources to partners. Formerly, Mr. Reid was vice president of an international consulting firm, handling corporate issues management in their Toronto and Ottawa offices. He has written several columns for The Globe and Mail and the National Post, and has been quoted extensively in the media on corporate alliances and strategic management.



## Day 4

**Facilitator:** Elspeth Murray, Queen's University  
**Event session:** Leading Innovation  
**Duration:** 1 day

### Overview

Creating an innovative organization is one of the most critical and most challenging issues CEO's face. The challenging nature of this issue stems from the fine balance required to run today's business efficiently and effectively, while encouraging and finding the resources to fund the creativity that drives future success. The good news is that while challenging, how to build and lead an innovative organization is a well understood problem and one for which there are many practical solutions available.

### Session takeaways

- ▶ Design an organization to support innovation
- ▶ Reward and recognize innovators
- ▶ Create a business case and business plan for new ventures
- ▶ Build and manage a Stage-Gate process
- ▶ Encourage creativity
- ▶ Acquire sources of innovation
- ▶ Manage a portfolio of innovation activities
- ▶ Spin-outs, spin-ins and other options for commercialization

### Facilitator

Elspeth Murray is an authority on the strategic management of information technology. She has undertaken groundbreaking research on the uses of IT for competitive advantage. Her course on new ventures management was recognized by BusinessWeek in 2001 as one of the top ten Executive MBA courses in the world. In 2001, she was awarded the honour of top teacher in the Queen's MBA program. She is an active consultant in strategic management and information technology for a number of public and private-sector organizations.

Elspeth's clients include; Nortel Networks, Bombardier, Microsoft, Bell Canada, Roche, and Vaxis Therapeutics.



## Day 5

**Facilitator:** Julian Barling, Queen's University  
**Event session:** Transformational Leadership  
**Duration:** 1/2 day

### Overview

This session incorporates transformational leadership topics, building in actual examples from business, politics, and academia. How individual leadership styles affect other's behavior is examined, along with how individuals can be trained to change their own transformational behaviors, leading to positive results in personal and business applications.

### Session takeaways

- ▶ Create optimal leadership behavior
- ▶ Review and debate principles of transactional leadership
- ▶ Develop and maintain transformational leadership including:
  - ▶ Idealized Influence
  - ▶ Inspirational Motivation
  - ▶ Intellectual Stimulation
  - ▶ Individualized Consideration

- ▶ Deploy transformational leadership in practice
- ▶ Apply group and self analysis of leadership and management behavior

### Facilitator

Julian Barling is an authority on transformational leadership and is the author of Employment, Stress and Family Functioning, Changing Employment Relations, and Youth and Employment. He was the recipient of the Excellence in Teaching Award (1995) and Excellence in Research Award (1997). In 2001, he was given the National Leaders in Management Education award by the National Post and Maclean's recognized him as one of Canada's most popular professors.

Julian's clients include: TELUS, CIBC, UPI, Canadian Armed Forces, Health Corporation of Newfoundland, and National Income Stabilization Fund.

## Canadian Executive Development Series November 2004 Event: Innovation in Leadership

### Event highlights:

This event features high-engagement, full-interaction learning. It pulls and builds upon the combined wisdom of the group along with leading experts to create a dynamic, unique, and highly practical learning environment. Each session is grounded in research, and combines practical tools with methods and learning.

- ▶ World renowned presenters who will positively change your behavior forever;
- ▶ Opportunities to network with like-minded executives facing similar challenges;
- ▶ Applied and in-depth executive development which goes beyond theoretical frameworks;
- ▶ Case study knowledge transfer is the prime delivery tool with participant handouts on teaching points and case study background; these case studies motivate participants to relate to relevant issues and apply practical business and leadership solutions to their own scenarios;
- ▶ Interaction and breakout sessions plus team collaboration within case study discussions to simulate real industry challenges and drive shared learning exercises;
- ▶ Charts new territory in innovation and leadership;
- ▶ Provides practical approaches to leadership for all executives;
- ▶ Prepare participants to immediately leverage leadership strategies in building and maintaining sustainable competitive advantages;
- ▶ Life-long positive behavior changes for all participants and the organizations they work with.

### Pre-event activities:

All event learning is customized and personalized through –

- ▶ Participating organizations submit two challenges they face related to any of the event topics to enable the speakers to address key issues;
- ▶ Each participant submits two challenges they face on a rare or routine basis, to which their behavior and response need improvement;
- ▶ Participants are polled to confirm expectations, and to provide specific ideas on event key takeaways;
- ▶ Participants receive case studies to review in advance, ensuring readiness and active participation;

### Post-event activities:

- ▶ Deep and ongoing reinforcement - 90 day on-line interactive AQ Skillsites and follow-up measure of AQ improvements;
- ▶ Algonquin College follow-up for direct feedback on skills transfer;
- ▶ Event feedback is sent to participants;
- ▶ Optional executive advisory services;
- ▶ Workbooks, checklists, textbook handouts for reference;
- ▶ Optional consultation and implementation assistance;
- ▶ Additional professional development delivered through event presenters on a client-driven basis.

### Event information:

November 8-12, 2004 - Monday – Friday  
Continental Breakfast and Lunch provided each day

Two keynote speakers during dinner events:  
Monday November 8, 2004 5:00-7:00 p.m., and  
Wednesday November 10, 2004 5:00-7:00 p.m.

### Location - Ottawa:

Monday-Thursday, November 8, 9, 10, 11  
Queens University, Ottawa Campus  
350 Albert Street, Suite 220  
Parking pass provided

Friday, November 12  
Algonquin College – Woodroffe Campus  
1385 Woodroffe Avenue, Suite H101, Building "H"  
Parking pass provided

### Price:

\$6400 plus gst  
Confirmation deadline: October 1, 2004

### Registration Details:

Register by phone:  
(613) 727-7659 for details.

Register by fax:  
Complete registration form  
and fax to (613) 727-7790.

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