

## **PERSONAL MASTERY PROGRAM DESCRIPTION**

### **CONTEXT**

The Personal Mastery Program helps leaders build upon their leadership capabilities.

### **APPROACH**

The Personal Mastery Program represents a move from a single experience to a program in the broadest sense: a process that enables leaders to identify and learn the skills they need to be effective and to develop in their role. All leaders require opportunities to develop their leadership through experiences that create awareness about themselves and their approach and their impact on others. This is accomplished in the program throughout multiple sessions within a supportive peer environment.

### **GENERAL LEARNING OBJECTIVES & OUTCOMES**

**Program objectives for participants include:**

- Deeper self-awareness and personal fulfillment/development
- Increased confidence in leadership role: creating greater sense of purpose, developing learning agility and exploring new and different leadership/mastery theories
- Increased resilience - personal renewal through breaking new ground and adopting new behaviours
- Develop a support network of fellow leaders across the organization

## **INTENDED PROGRAM OUTCOMES FOR THE ORGANIZATION INCLUDE:**

- To provide an ONGOING intensive personal and professional leadership development program as a vehicle for setting in motion a higher level of leadership skills in the organization
- To build a RESILIENT organization with leaders able to make quantum changes for increased productivity and performance
- To RETAIN the leaders identified as significant contributors by providing them with the skills needed to be even more effective in their roles.
- To build RELATIONSHIPS and NETWORKS across the organization by keeping the participants together as a group for the full program.

## **PROGRAM DESIGN & SCHEDULE**

The Personal Mastery Program is designed to be flexible and customized for each group of participants:

- modular in format: sessions interspersed throughout the program to allow for flexibility and application on–the-job
- supportive: committing to work with a “learning partner” throughout the course of the program for additional support; individual coaching for participants as required, to a maximum of 8 hours each, over the course of the program
- integrated: in terms of the sessions incorporating various leadership skills over the course of the year
- systematic: in that the various sessions are linked and build upon one another
- individualized: participants have the ability to tailor their sessions to their needs
- experiential: participants select exercises, activities and tools to suit their needs. Participation in the sessions builds richer understanding of self and others.
- culture-building: leaders identified as participants for each group will represent various areas of the organization to help build peer networks across the company as well as a common language and techniques