

# Leadership

Reinvent yourself as a top business leader

🕒 4.5 DAYS IN KINGSTON



**You've gained valuable experience and you have higher aspirations. Take the next step. We're ready when you are.**



**Smith School of Business** is renowned for excellence, innovation and leadership in business education. From establishing the first undergraduate business degree a century ago, to founding the first university-level Executive Education Centre in the Canadian market, Smith School of Business is at the forefront of preparing participants and students for the marketplace.

#### SMITH SCHOOL OF BUSINESS BY THE NUMBERS

**3,200**

STUDENTS  
ANNUALLY

**34,000+**

ALUMNI ACROSS  
THE GLOBE

**120**

AWARD-WINNING  
FACULTY AND  
PROFESSORS

**8,000**

APPLICATIONS RECEIVED  
ANNUALLY FOR **500**  
SEATS IN CANADA'S  
MOST PRESTIGIOUS  
UNDERGRAD PROGRAM

**15**

GRADUATE  
PROGRAMS  
AND ONE PHD  
PROGRAM

**130+**

PARTNERSHIPS  
WITH INTERNATIONAL  
BUSINESS SCHOOLS

## Leadership Program

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# Our Leadership program provides the insights that will help you to build yourself as a leader

Through intensive self-discovery, peer coaching, and one-on-one coaching, you will achieve a deep understanding of yourself and your leadership style. You will be guided in creating a powerful personal development plan to fully realize your leadership potential.

### Available via Live, In-person delivery

Attend the program in an immersive, in-person environment at the Donald Gordon Conference Centre, located in Kingston, Ontario and adjacent to the Queen's University campus.



### Learning Objectives / Key Takeaways

In this program you will learn:

- How your colleagues perceive you and your leadership style
- Authentic communication skills
- Strategies to create enthusiasm and lead others to peak performance
- About networking with other industry and organization leaders
- How to inspire team members to reach their personal best through small, but impactful interactions

Additionally, this program incorporates the use of three powerful and transformational tools:

**Charismatic Leadership Assessment:** During the program, individuals will prepare and deliver a short speech in front of a small team of fellow participants. This learning tool is used to evaluate participants' use of the charismatic leadership tactics taught during the program. Speeches will be recorded and each participant will receive feedback and recommendations from a certified leadership expert, post-program.

**Personal Leadership Exercise:** Work with an executive coach to prepare a plan to address a leadership challenge you are currently facing.

**The Attentional & Interpersonal Style (TAIS) Assessment:** Learn how your tendencies in interpersonal style will benefit and hinder you, and develop strategies for building on strengths and shoring up weaknesses.



This program is designed for managers and leaders who want to inspire their teams to peak performance, strengthen their own leadership skills, and achieve their organization's strategic goals with stronger, more committed teams. The program is particularly suited for managers and leaders who have been managing teams for a minimum of five years.

# This program focuses on six themes

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**Transformational Leadership:** You will learn to communicate a vision clearly and authentically by inspiring, creating enthusiasm, and bringing out the best in others. Through coaching and mentoring people for peak performance, you will be better prepared to address behaviour and performance issues effectively and with confidence.

**Personal Leadership Style:** You will reflect on your leadership strengths and areas for development. By identifying aspects of your leadership style that could create barriers to your success, you will learn to develop approaches for using your influence more positively and effectively.

**Action Learning:** During a series of situational exercises that mirror the workplace, you will learn to diagnose and address problems that undermine individual and team effectiveness. By enhancing your communication skills, you will build insight and self-understanding through structured feedback in team meetings and problem-solving.

**Situational Exercises:** You will have the opportunity to practice giving and receiving feedback, which will enhance your decision-making and problem-solving skills. Develop your coaching skills by working with fellow participants in the program and develop an ability to handle leadership dilemmas with integrity by bringing out the best in others.

**Advanced Coaching:** Work with an executive coach to help you prepare an effective strategy for developing your leadership capabilities and avoiding past mistakes.

**Action Plan:** Develop and commit to an action plan for making positive change in your leadership behaviour by setting objectives and timelines for your progress. Build high-performance expectations into your everyday management practices and create a plan to coach and mentor the people around you. Translate your personal vision into tangible actions on the job in your day-to-day work.



## A Recognized Symbol of Excellence

Participants who complete the program earn the Leadership digital badge credential.

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## Schedule

This program runs roughly 9:30am to 5:00pm eastern time each day, with individual and group work in the evenings. Breaks for lunch and dinner will be provided each day.


## Location

The Donald Gordon Conference Centre, located at 421 Union Street in Kingston, Ontario and adjacent to the Queen's University campus, provides an immersive, in-person environment for participants to learn and network.

## Pricing

\$11,000 *plus HST*

This fee includes a private guest room at the conference centre, full use of a broad range of amenities and parking, meals (breakfast, lunch, dinner, and snacks), all programming materials, and post-program support.



## Personal Benefits

The concepts and tools taught in the program will greatly enhance your leadership skills

- Learn the personal and organizational skills you need to be an effective leader
- Gain a better understanding of your leadership capabilities
- Learn how to apply the principles of transformational leadership
- Expand your coaching, team leadership, and project management skills
- Exchange ideas and experiences with Queen's faculty and fellow participants
- Build better relationships within and outside your organization
- Return to work with proven tools to achieve lasting change in the way teams work together

## Organizational Benefits

Enhancing your leadership skills will have a significant impact across your organization

- Achieve your strategic goals with stronger, more committed teams
- Help the people you work with perform at their peak
- Create an atmosphere of trust, mutual support and open communication
- Develop a high-performance culture in your organization
- Benchmark against the best leadership practices of the world's most successful companies
- Build high-performance expectations into everyday management practices

# Donald Gordon Conference Centre

## DISTINCTLY DIFFERENT

**The Donald Gordon Conference Centre combines the amenities of a full service conference and event centre with the elegance and charm of Kingston's historic limestone architecture.**

Our conference and meeting rooms have been designed to create a comfortable and relaxed working environment. Our private guest rooms offer a broad range of amenities, including:

- Queen-size beds
- Keyless entry
- Full bath
- Personal work area
- Free high-speed and wireless internet access
- Wheelchair accessibility
- Television
- Telephone with voicemail
- Coffee maker
- Iron and ironing board
- Hair dryer
- Complimentary parking



# Session Leaders

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## **Julian Barling**

*Professor of Organizational Behaviour, Borden Chair of Leadership at Smith School of Business, and Distinguished University Professor, Smith School of Business*

Julian is an authority on transformational leadership and has received numerous awards for teaching and research. He is the author of over 160 articles and numerous books, including *Brave New Workplace*, which was published in 2023. Julian is a Fellow for the Royal Society of Canada, the Society of Industrial and Organizational Psychology, the European Academy of Occupational Health Psychology, the Association for Psychological Science, and the Canadian Psychological Association. Recently, Julian was named one of the 2020 recipients of the Distinguished University Professor designation, Queen's University's highest research-related honour.



## **Peggy Baumgartner**

*Instructor, Queen's Executive Education and Director of Training, Third Factor*

Peggy has dedicated her life to training excellence. Her passion for developing people, proven expertise, vast training experience, and engaging style make her the perfect trainer to deliver programs to demanding, senior-level audiences. With more than 20 years of corporate training experience, Peggy has delivered hundreds of programs to leading corporations across numerous industries and she consistently receives outstanding reviews by inspiring deep commitment in those she coaches.



## **Peter Jensen**

*Instructor, Queen's Executive Education and Founder, Third Factor*

As an authority on leadership and a renowned innovator, Peter is the author of *The Inside Edge*, *Ignite The Third Factor* and *Thriving in a 24/7 World*, the founder of Third Factor, and a longstanding instructor at Smith School of Business at Queen's University. A dynamic speaker with a Ph.D. in Sport Psychology, Peter has attended nine Olympic Games as a member of the Canadian team and helped over 70 athletes medal.



# Unlocking Potential. Advancing Business.

BY THE NUMBERS

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**45,000+**  
alumni

**40+**  
years

**7,000+**  
organizations

**70+**  
countries

**99%**  
recommendation rate



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