



The Leadership Centre of Central Alberta

The Leadership Centre is a collaborative venture committed to providing a variety of engaging and challenging opportunities that support the development of leadership in the Central Alberta region.

The Leadership Centre: A Brief History

On June 8th, 1999, fifty community leaders from the business, community services, education, and sport sectors met to explore the idea of leadership development for our region. A consensus was reached and a course of action for leadership development in Central Alberta was created. In December of 2000 The Leadership Centre was established as a Society with three priority areas: community leadership, sport leadership and youth leadership.

Vision: *"To be recognized as a centre of excellence for the growth of community leadership"*

Mission:

"To be a catalyst in the identification and development of effective leaders through quality programs, services, networks and unique partnerships"

Leadership Centre Core Objectives:

- ? Bring practical and progressive leadership learning experiences to our regional community.
 - ? Offer our community leaders opportunities to learn from one another.
 - ? Support individuals throughout their leadership journey.
 - ? Build sustainable leadership capacity & activity in our community.
 - ? Facilitate innovation, excellence and partnership.
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Community Leadership: Leadership Networks - "Building a Community of Leaders"

Initiated as a community leadership program in 2002, Leadership Networks continues to be a priority in the operations of the Leadership Centre. Leadership Networks is a volunteer-driven regional initiative aimed at building a stronger and more vibrant Central Alberta. This exciting, intensive leadership program turns our community into a classroom exposing participants to a diversity of regional issues, the people involved in the issues, and the practices required to effectively provide leadership in Central Alberta. The Leadership Networks program encourages the growth and enhancement of leadership abilities through exposure to personal and group challenges, problem solving exercises and project work.

Sport Leadership

Although initially a program of the Leadership Centre, Sport leadership is currently being addressed by CASDA (Central Alberta Sport Development Alliance). Sport leadership provides developmental opportunities for volunteer sport executive & staff.

Youth Leadership

The intent of youth leadership programs will be to provide leadership learning experiences for youth and adults working with youth. As the Leadership Centre evolves, youth leadership will be investigated in cooperation with community partners.

The Leadership Centre: Current Directions

2004 was a year of review, assessment and change. The 2004/05 Board of Directors has taken the opportunity to establish a new business plan and priorities, and to streamline its organizational structure. The focus of The Leadership Centre 2005 operations will be on the implementation of Leadership Networks 2005 and on the use of the new Business Plan to attract significant new partners, sponsors, and donors to The Leadership Centre.

The development of a long-range plan for each of the other program streams within the organization is currently being explored.

The Leadership Centre: Board of Directors 2006-2007

Kristina Getz, <i>Chair</i>	<i>City of Red Deer</i>
Ed Byrant, <i>past Chair</i>	<i>NOVA Chemicals Corp.</i>
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Dawna Barnes, <i>Director</i>	<i>Community Information & Referral Society</i>
Desiree Bauer, <i>Director</i>	<i>2020 Mindsight</i>
Kim Senecal, <i>Director</i>	

MORE INFORMATION...

For more information on The Leadership Centre or the Leadership Networks program please contact:

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Phone: (403) 340-0324
Fax: (403) 341-4177

The Leadership Centre Web-page: www.theleadershipcentre.ca

The Program

Leadership Networks

Our Vision: *Building A Community of Leaders*

The purpose of the program is to create a stronger more vibrant community by developing leaders with the capacity to meet the future challenges of the region in the business, government, not-for-profit, and community sectors.

Join the experience of Leadership Networks! This exciting leadership program exposes participants to diverse leadership issues and the leadership practices required to function effectively in this region. Leadership Networks inspires the growth and enhancement of leadership abilities through participation in personal and group challenges, problem solving exercises, and project work. Participants have the opportunity to learn from and network with some of Central Alberta's foremost leaders.

Through Leadership Networks, emerging leaders are immersed in a leadership experience that goes beyond the simple acquisition of information, knowledge and skills. Learning is enhanced by "hands-on" activities, where participants have the opportunity to demonstrably practice and build their leadership capacity.

It builds on the latent talents and resources that currently exist in Central Alberta by turning our "community" into the classroom. Using the community as a tool means that participants are exposed to the issues, challenges, and concerns faced by leaders in our region and gain insight as how to deal with them.

"Leadership Networks is about finding the leader inside and bringing that forward. You are challenged to learn and practice leadership skills with the support of others on the journey with you. It has been a great experience."

Kristina Getz, 2003
City of Red Deer

The objectives of Leadership Networks are as follows:

- Develop a basic understanding of effective leadership practices and how those practices can be applied on a professional, volunteer, and personal basis,
- Build a network of leaders within Central Alberta,
- Provide participants the opportunity to experience the diverse nature of our region.

"Leadership Networks has assisted in the development of my leadership skills and taught me how to continually build upon them. The program has allowed me to network with great leaders and provided an opportunity to interact and learn from them. My eyes have been opened to what is going on in my community and increased my connectivity and awareness."

Stephen Brosinsky, 2003
Branch Manager, Community Savings

Leadership Networks is more than just a leadership development program – it is about building a legacy. Participants create a sense of community trusteeship and develop networks with a common commitment to strengthen and build our community. It is expected that participants who successfully complete the program will join a growing and active alumni network. This community of leaders will play a key role in building the Central Alberta of tomorrow.

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Is this for you?

Leadership Networks – Class of 2008

Leadership is everyone's business. Leaders are people that make a difference... at work, in their community, and in their homes. Today's society needs people to step forward and make a difference – join us for Leadership Networks – Class of 2008.

Do you have experience in team building, resolving conflicts, strategic thinking, communicating, influencing, negotiating, thinking creatively, and networking with other people? Do you want to take your skills to the next level? Are you ready to step forward, to make a difference, to change the way you view your world? Then this program is for you!

Who participates?

Participants of the Leadership Networks program represent diverse backgrounds and experiences. They are dynamic, skilled, and committed leaders in the private, public, and not-for-profit business sectors and to our region as a whole. They have included **Executive Directors, Business Owners, Town Managers, Bank Managers, Educators, Engineers, Non-Profit Managers, Health Professionals, Architects, Community Association Presidents, Human Resource Managers** and **Community Volunteers**.

For more information on the application process, please refer to the application form.

Application Deadline:

To receive fullest consideration, **applications should be submitted by September 28, 2007**, to the Leadership Centre office (4811 – 48 Street, Red Deer T4N 1S6). For further information call (403) 340-0324 or send an email to office@theleadershipcentre.ca.

Participant Selection:

The goal of Leadership Networks is to select a diverse group of qualified participants from across Central Alberta. Therefore, factors affecting the make-up of the final list of participants may include sector (business, public, not-for-profit and volunteer/community), age, gender balance, geographic location and life experience.

Participants will be selected through a two-phased approach including a written application and an interview. Only those applicants selected for an interview will be contacted by telephone. Short-listing of candidates will take place the week following the application deadline. Participants will be notified of their selection to the program no later than October 19, 2007.

Course Fees:

The course fee of **\$2,650 (\$2500 + GST)** is due November 7, 2007. Refunds will not be granted after this date.

Tuition Assistance:

Consideration for tuition assistance is based on demonstrated need. To be considered for assistance, you must ensure that your employer completes the appropriate section on the Financial Commitment/Request for Tuition Assistance section of the application form.

The Program Overview

Leadership Networks

The Program

Core Principles

The program has been developed utilizing a number of key leadership competencies as well as approaches. Kouzes & Posner's The Leadership Challenge, Goleman's Emotional Intelligence and various perspectives on situational leadership have been incorporated into the curriculum.

In addition to these approaches a number of key leadership themes are examined including:

- ? Identifying Stakeholders
- ? Perception & Communication
- ? Leadership in Times of Change
- ? Teamwork and Conflict Resolution
- ? Strategic Leadership
- ? Ethics/Destiny, Cause, Calling
- ? Legacy
- ? Work/Life Balance

These competencies, approaches and themes are incorporated into the development and delivery of the program days.

The Leadership Networks program combines a number of elements to produce a truly unique learning experience. Components of the program include:

1. Opening Retreat

Participants discuss principles of leadership, participate in experiential learning activities, and examine personal leadership tendencies. The retreat lays the groundwork for the forthcoming leadership development experience (from personal assessment to team building activities) and begins the process of "building a community of leaders"

2. Program Days

Program Days challenge participants to develop their personal, organizational and community leadership capacity through immersion into leadership and community issues. Program Days build on the latent talents and resources that currently exist in the community by turning the community into the classroom. Activities include site visits, problem-solving exercises, role playing/simulations and speakers.

3. Closing Retreat

The purpose of the closing retreat is to synthesize the knowledge, skill, attitudes, activities and experiences that the participants have been exposed to over the course of the program. At the conclusion of this two day event, participants are launched into the next phase of the leadership development experience as alumni of Leadership Networks.

4. Individual Projects

The purpose of the individual projects is to expand the participant's community knowledge and personal leadership capacity through exposure to the many facets of the community outside of the defined structure of the Retreats and Program Days. The individual project consists of a wide variety of activities broken into the following categories:

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|------------------------------------|---|
| ? Business | ? Health Care |
| ? Community Needs and Services | ? Human Needs and Services |
| ? Community Planning | ? Leadership Networks |
| ? Economic Development and Tourism | ? Public Safety and the Judicial System |
| ? Education | ? Quality of Life |
| ? Environment | ? Youth |
| ? Government | ? Work Site Tours |

5. Community Projects - Making a Difference in our Community

Leadership Networks, an experiential journey of leadership, makes a difference in our community. As part of the program, participants work on community based group projects that provide opportunities to practice personal leadership skills while enhancing our greater community. Each year, Leadership Networks solicits project opportunities and selects two to four group projects that will enhance participant learning. Projects from previous Leadership Networks classes include:

The community project component provides participants with a practical opportunity to apply the knowledge, skills and attitudes being developed during the program. Participants work in teams on selected projects provided by the greater community of Central Alberta.

Men at Risk (2005) – sponsor: *Suicide Prevention Services, Red Deer*

The project team worked to determine the viability of a suicide prevention program for high risk Central Alberta men and develop a marketing and communication strategy to launch the program "Blue Print for Survival".

Red Deer Time Dollars (2005) – sponsor: *Social Planning Department, City of Red Deer.*

The project team used a public consultation process to help determine the appropriateness of bringing a alternative currency system to Red Deer to encourage the more effective use of local resources and talent via bartering and volunteerism.

Laying the Foundation (2004) – sponsor: *Community Information & Referral Society (CIRS)*

The project team investigated and made recommendations on the potential of a non-profit village in Red Deer, which may share resources and physical space thereby reducing administrative costs and allowing these savings to be allocated to frontline services.

Taking the Helm (2004) sponsor: *Safe Harbour Society*

The project team explored the use of an Appreciative Inquiry approach to determine the needs, concerns and desires of the community regarding the development of a detox centre/homeless shelter in Red Deer. The team developed a strategy to encourage discussion of the issue as well as identify a solution.

Show Must go on (2004) sponsor: *Prime Stock Theatre Company*

In order to maximize the potential growth of Prime Stock Theatre a review of the structure and operation of the Board of Directors was needed in order to adopt new practices, generate renewed community support, and develop a strategic plan. The project team worked with the board to ensure the strength of the original vision was maintained while adapting the organization to pursue new opportunities.

Building the Organization for Change (2003) – sponsor: *Habitat for Humanity*

The project team helped develop a long-term strategic plan for the organization to ensure the vision and capacity of what has been an organization driven by a working board can keep up with future challenges.

The Protecting our Legacy (2003) – sponsor: *Normandeau Cultural & Natural History Society*

The project team investigated and made recommendations for appropriate tools and resources to ensure increased appreciation for and conservation of our area's heritage.

Inclusion by Design (2003) – sponsor: *Canadian Paraplegic Association, Catholic Social Services and Cosmos*

The project team develop a strategy to encourage our community to build private and public buildings in ways that allow people with a wide range of disabilities to access all that Central Alberta has to offer.

The Safe Community Coalition (2002) – sponsor: *Safe Community Coalition*.

The "Safe Community" concept is a national initiative with the goal of eliminating injuries while promoting a culture of safety through the implementation of programs and education. The project team's hard work resulted in the formation of a "Safe Community Coalition" in Red Deer.

The Red Deer Downtown Summer Festival (2002) – sponsor: *Downtown Business Association*

The work of this team resulted in the creation of CentreFest – a street performer's festival which launched in July 2003 in downtown Red Deer.

The Leadership Networks Alumni (2002) – sponsor: *The Leadership Centre*

The project resulted in the creation of an active alumni group that is exploring 'life-long' learning, mentorship experiences, and community involvement.

The Benefits

Leadership Networks

Leadership Networks is aimed at building a stronger more vibrant Central Alberta. As a result, individuals, organizations and the community at large will see tangible benefits through the operation of this program.

Participants:

As a participant of Leadership Networks, you will have the opportunity to gain insight and understanding of your personal leadership potential. You will be provided an opportunity to build on your inherent talents through exposure to new resources, people and ideas. Through Leadership Networks, you will have:

- ? an opportunity to learn and apply effective leadership practices,
- ? a greater awareness of the complexity of current issues and future challenges in the community,
- ? an expanded network of colleagues passionate about their leadership journey and our community,
- ? an understanding and appreciation of how leadership varies in different organizations and across different sectors (i.e. the different leadership cultures within organizations and sectors),
- ? an opportunity to develop trust and rapport with people from different work-worlds leading to ongoing professional and personal networks,
- ? a greater awareness of the diverse nature of our region,
- ? an increased sensitivity to the conflicting demands placed on leaders and insight into how leaders tackle problems,
- ? a role in creating a stronger and more vibrant community.

"Developing leadership skills is a journey that includes understanding self and how your methods affect both the people you are trying to lead and those you collaborate with. The Leadership Networks program has helped me to grow and develop as a leader by providing me with information, opportunities to learn from successful leaders in our community, and an environment to practice and receive supportive feedback."

Robin Evans, Class of 2003

Sponsoring Organizations:

Leadership Networks represents a unique opportunity (i.e. low-cost, high-caliber training) to develop better-rounded, more effective employees and potential senior managers. Your organization will benefit from:

- ? a unique forum in which to increase organizational profile and heighten awareness of the organization and its needs amongst a wide cross-section of current and future influential members of the community,
- ? exposure to a diversity of thought, cultures, visions and issues,
- ? access to a unique source of information,
- ? an opportunity to actively contribute toward the creation of a shared "community vision",
- ? an opportunity to interact with other organizations that recognize the importance of leadership development,
- ? an investment in community trusteeship that recognizes the link between "healthy" communities and "healthy" organizations.

"Building leadership capacity in the community is an effective way of focusing on its strengths and assets. The Red Deer & District Community Foundation is able to complement its mission of "being a community catalyst" and "growing a legacy" by participating in a community-based program that offers emerging leaders a safe space to observe, develop, and practice competencies needed to advance Central Alberta into the 22nd Century. We believe in the value of building networks, being proactive, and empowerment – all very definite strengths of the Leadership Networks program; and we are proud to have the opportunity to see these strengths extended to the region of Central Alberta. Leadership Networks and the Red Deer & District Community Foundation: working together, growing together."

Janice Wing, Executive Director
Red Deer & District Community Foundation

The Central Alberta Community:

The Leadership Networks program develops a sense of community trusteeship and builds a network of dedicated leaders with a common commitment to strengthen and build our community. The program:

- ? develops citizens with a deeper understanding of community issues,
- ? provides for a greater understanding and collaboration between all sectors in an effort to achieve a "community vision",
- ? enhances quality of leadership thereby improving the community's ability to face issues and challenges,
- ? creates a potential source of board members and volunteers for community organizations.

The Schedule

Leadership Networks – Class of 2008

The Leadership Networks program is a combination of formal and informal learning experiences. Each participant of Leadership Networks – Class of 2008 **must attend all** formal learning experiences. The formal learning experiences are scheduled as follows:

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Event	Date	Time
Leadership Networks Launch	May 24, 2007	7:30 a.m.
Application Deadline	September 28	
Orientation Meeting	October 25	7:00 p.m.
Opening Retreat Leadership in Today's World Models of Leadership	November 15/16	2 days
Program Day #1 Communication & Perception	December 13	7:30 a.m. – 5:00 p.m.*
Program Day #2 Teamwork and Conflict Management	January 10	7:30 a.m. – 5:00 p.m.*
Program Day #3 Community Project Team Development Day	February 7	7:30 a.m. – 5:00 p.m.*
Program Day #4 Leadership in Times of Change	March 6	7:30 a.m. – 5:00 p.m.*
Program Day #5 Strategic Leadership & Capacity Building	April 3	7:30 a.m. – 5:00 p.m.*
Program Day #6 Ethics & Legacy in Leadership	May 1	7:30 a.m. – 5:00 p.m.*
Closing Retreat - Consolidation of Learning Work/Life Balance Graduation	June 5/6	2 days

Notes:

1. Dates and times as outlined are subject to change, as required.
2. It is vital that each participant and his/her employer understand and honour these attendance/time commitments. If the participant's employer is not sponsoring his/her involvement, it is important that he/she secure their employer's support to fulfill his/her attendance/time commitment.
* An optional reception may be held at the end of the day

In addition to the above dates, each participant must commit time to the program through informal learning experiences including:

- Pre-reading and experiential learning assignments associated with the Opening Retreat, Program Days and Closing Retreat
- Community Project Team activities - Individual Projects

** Participants should expect to commit a minimum of 20 hours per month to the program.