



In collaborative partnership with



Schulich  
School of Business  
Executive Education Centre



# BROADENING OPPORTUNITY THROUGH LEADERSHIP DIVERSITY

## A unique, integrated leadership coaching program for culturally diverse executives and senior managers

- ▶ Increase returns from your diverse leadership talent
- ▶ Elevate organizational development & business growth potential

# B.O.L.D.

### Award-winning Professional Certificate Program for Diverse Leaders

Register Now for the April to November 2017 Program

# B.O.L.D.



*"A great experience! B.O.L.D. totally exceeded my expectations. I value the group interaction, working through issues, and collaboration with professionals from different companies and sectors. The benefits gained of personal growth and increased skills enable me to be a better leader and to help take my organization to the next level."*

D. Sequeira, Quality Operations Manager, GM Canada

**Starts  
April 27, 2017**



*"B.O.L.D. led me to learn my true potential and to incisively apply my capabilities to be an even better leader. Practical leadership tips were applied immediately, to enhance my influence in supporting organizational priorities, to establish collaboration in group discussions, and to ensure effective conversations for greater impact."*

Z. Stojcevski, Senior Director, IT Audit, Internal Audit Services, RBC

*"The B.O.L.D. program enabled me to approach challenges and solve problems in new ways and learn how my unique assets and abilities strengthen my organization. B.O.L.D. casts diversity and inclusion in a new light and provides insight into how other organizations understand and embrace diversity."*

M. Moshinsky, Associate Negotiator,  
Ministry of Indigenous Relations and Reconciliation,  
Government of Ontario

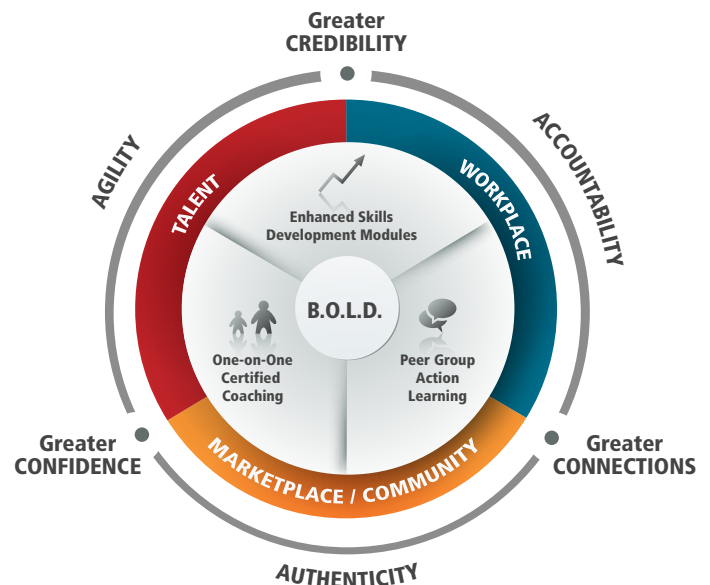


# BENEFITS OF B.O.L.D.

*Leadership diversity in today's economy is a key success factor that no organization can afford to ignore. Yet one of the biggest challenges facing business today is to create an inclusive environment and maximize the diverse talent within their organization.*

The award-winning\* B.O.L.D. Coaching Program equips high-potential culturally diverse executives and senior managers, internationally-trained professionals and Indigenous Peoples with powerful insights, tools and strategies to skillfully advance their careers to the next level, while firmly grounding their value in the organization's bottom line.

## 9 INTEGRATED SESSIONS – 8 MONTHS



## B.O.L.D. PARTICIPANTS GAIN

### 1 GREATER CREDIBILITY

#### LEADERSHIP SKILLS COACHING MODULES

- Effective Communications – Across Cultures and Beyond Borders
- Strategic Influence & Negotiation – Across Diverse Teams
- Personal Leadership Brand Management and Mastery

### 2 GREATER CONFIDENCE

#### INDIVIDUAL LEADERSHIP COACHING

- Customized support as you work through issues and opportunities faced with your team, your employer-sponsor, internal and external stakeholders
- Gain balance and clarity in all aspects of your life that support your career success

### 3 GREATER CONNECTIONS

#### PEER GROUP COACHING

- Leverage the diversity of knowledge, perspectives and experiences of peers from other industries and sectors
- Explore and develop better ways to embed leadership diversity and inclusion into your daily practices and enhance the organization's cultural dexterity

*"I learned how to build upon my professional assets and authentic self and best bring this value back to the workplace. The intentional diversity of the B.O.L.D. group was a unique and positive aspect of the context and process."*

*L. Salsberg, Director, Regional Planning, Metrolinx*

*"The one-on-one professional coaching and the connection between the peers makes the B.O.L.D. program superior to traditional learning sessions."*

*C. Duong, Senior Director of Finance – Healthcare, Sodexo Canada*

## WHY B.O.L.D. WORKS

- Extends your organizational competitive advantage in developing and retaining a robust pipeline of diverse leadership talent
- Catalyzes enhanced capacity and impact of diverse leaders to thrive within a multi-cultural, global workplace and market
- Delivers a high-engagement, dynamic approach designed for the leader's immediate, on-the-job application and engagement, with the designated employer-sponsor, to support organizational change management
- Drives research-based individual and team development, innovation, and the integration of learnings and sharing to elevate organizational dynamics and boost team productivity
- Utilizes a unique and effective coaching platform combined with real-time skills refinement and practice for maximum impact

\*2014 Award of Excellence, Best Practices-Corporate Category, The Canadian Race Relations Foundation

**A**s General Motors increases its base of software engineering talent in Canada toward 1,000 positions, we are making a considerable investment in identifying, attracting and retaining a fast growing, multi-ethnic base of talented Canadian graduates and experienced engineers. Participating in the B.O.L.D. program is part of that investment. We all benefit from learning from each other to ensure we make the most of Canada's very rich and diverse pool of talent."

*Steve Carlisle, President and Managing Director, General Motors of Canada*

## YOUR ORGANIZATION GAINS

- Greater alignment between your talent strategy and business priorities
- Heightened innovation, perspectives and creative decision-making skills from an enhanced pool of diverse leadership talent
- More effective leaders confident in optimizing the complexities and opportunities of diversity and inclusion
- Credible reinforcement of a workplace that values, utilizes and integrates diversity and inclusion as a critical driver of success

### NEW! IN-HOUSE PROGRAMMING EXPANDS YOUR ROI

Exponentially multiply and extend your organizational B.O.L.D. benefits and impact. Rely on our established tailored In-House Multi-format Program offerings and team training in specialized subject areas. Choose from our signature or custom sessions, intentionally scalable for all levels, contexts and job functions.

*An innovative method for creating a well-rounded executive. The one-on-one coaching and course materials are really about personal growth, and the transferability of this growth in the purest business sense is 'good business'."*

*M. Fontaine, Vice President, Ishkonigan – Fontaine Strategic Solutions*

*"With the diverse background and experience of the participants, we tapped into the knowledge of what other organizations have accomplished in the area of diversity inclusion and leadership, and I brought the discussion back into our workplace to help grow the business."*

*B. Hong, Senior Director, Pharmacy & Pricing, Shoppers Drug Mart*

### THE IDEAL LEADERS TO ATTEND:

#### HIGH-POTENTIAL, HIGH-PERFORMING LEADERS OF DIVERSE CULTURAL BACKGROUNDS OR LEADING DIVERSE TEAMS

- Committed to professional and organizational development
- On a career trajectory to the progressively senior positions
- Capacity to be an advocate and agent for change
- With a track record of achievement in effectively managing teams or initiatives

### WHY 8 MONTHS?

- Embed diversity and inclusion with greater impact into your organization
- Establish consistent, rigorous attention to and application of new leadership skills set
- Break down silos and build stronger and new collaborations
- Transform knowledge into applied intelligence
- Real-time experiential learning – test what works and what doesn't



## B.O.L.D. IS DISTINCTIVE

### MULTI-SECTOR, MULTI-INDUSTRY DIVERSITY INTEGRATION

- Deep learning and sharing among a peer cohort with a shared experience of the unique issues facing diverse leaders
- Optimum engagement, dialogue and activities in exploring and understanding common and unique leadership, diversity and inclusion priorities and challenges in the private, public and non-profit sectors

### ACTIVE INTEGRATION, SUSTAINABILITY, ACCOUNTABILITY

- Intentional, structured employer-sponsor-talent dialogue to catalyze integration of insights, ideas and new practices that can support organizational needs, priorities and transformative actions
- Long-term tracking of B.O.L.D. leaders through compilation of data and consultations, to measure progress, outcomes, and impact related to a new paradigm of leadership diversity and inclusion

### UNIQUE CURRICULUM DESIGN

- Combines the best from Canada's leading university, human capital and diversity specialists
- Features the "Straight Talk With The CEO" series, case studies, action-learning, simulations, and industry/community/arts leaders
- Utilizes non-traditional learning formats and techniques from the arts, business and culture to stimulate greater awareness and enhanced team dynamics

## SCHEDULE AT A GLANCE

### B.O.L.D. ACTIVITIES April - November 2017

3 x Full-day Leadership Coaching Modules  
3 x One-on-One Coaching Sessions  
3 x Peer-Group Facilitated Coaching Sessions

WEDNESDAY, APRIL 26, 2017 (late afternoon / early evening)  
Welcome Event

THURSDAY, APRIL 27, 2017 (8:30am-5pm) • MODULE 1  
Full-day leadership coaching module:

#### Effective Communications – Across Cultures & Beyond Borders

- Command conversations and present compelling business cases using unique tools
- Break through communication barriers and build consensus across race, cultures and gender differences in leading change

THURSDAY, MAY 25, 2017 (Morning)  
Peer-group coaching session

THURSDAY, JUNE 22, 2017 (8:30am-5pm) • MODULE 2  
Full-day leadership coaching module:

#### Strategic Influence & Negotiation – Across Diverse Teams

- Leverage critical thinking and skills that help flex leadership styles to excel in managing diverse business teams and sustaining inclusive and culturally competent workplaces
- Hone strategies and gain tools to heighten influence, collaboration, and shared accountability that align to organizational priorities

THURSDAY, JULY 20, 2017 (Morning)  
Peer-group coaching session

THURSDAY, AUGUST 17, 2017 (8:30am-5pm) • MODULE 3  
Full-day leadership coaching module:

#### Personal Leadership Brand Management and Mastery

- Power up your diverse leadership value proposition and unique individual brand with a razor-sharp vision and assertive personal action plan
- Expand influential relationships and diverse professional networks that connect you to a supply chain of resources and supports to boost organizational perspectives and outcomes

THURSDAY, SEPTEMBER 14, 2017 (Morning)  
Peer-group coaching session

SEPTEMBER / OCTOBER / NOVEMBER 2017  
One-on-one coaching sessions

THURSDAY, NOVEMBER 2, 2017  
Certificate and Celebration Event

## REGISTER ONLINE TODAY

Register your high potential diverse leadership now. Space is limited given the small group high-engagement format.

Register Online at:  
<http://DiversityAdvantageInternational/BOLD>

## TUITION

Program Tuition: \$8,850.00 (plus applicable taxes) for 8-month program instruction, coaching, mentoring, program materials, lunches and refreshments.

*"B.O.L.D. gave me the tools to "up my game" in terms of branding myself, allowing myself to be more ambitious, and elevating the impact of my communications."*

*M. Mawani, President and CEO, Crohn's and Colitis Canada*

*"I continue to draw on B.O.L.D. experiences, in particular, when tackling transformative change initiatives. Additionally the B.O.L.D. Alumni Council has continued to be a valuable resource for peer sharing and thought leadership."*

*B. Tossan, Director, Canadian Regional Engineering Centre, GM Canada*

*"As a seasoned public servant, I found the quality of each B.O.L.D. session to be exceptional. I refined my voice, sharpened my hearing, listened better, and have more influence and increased personal impact."*

*M. Moliner, Special Advisor, Arts, Social Innovation and Social Justice, Government of Canada*

*"The most essential benefit and value of the B.O.L.D. program is discovering, exploring, and practicing diversity and inclusion. True diversity stems from bringing the collective experience, ideas and beliefs of individuals to harmonize a common goal and vision."*

*O. Zoccole, Senior Education Programs Office, Indigenous and Northern Affairs Canada*

*"The B.O.L.D. experience has allowed me to take my learnings, perspectives, and insights as it relates to diversity and inclusion outside of my organization, and further this dialogue with an intent to bring this back to my company and have further meaningful impact."*

*A. Lam, Senior Account Manager, Commercial Financial Services, RBC*



B.O.L.D. is designed and delivered by Diversity Advantage International in collaborative partnership with Schulich Executive Education Centre

Diversity Advantage International is a leading provider of evidence-based talent and workplace solutions. Our mission is to catalyze, accelerate and support the economic vitality of a Canada that values and leverages its most significant asset – its diverse human capital.

## FOR MORE INFORMATION

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