



# B.O.L.D.

## BROADENING OPPORTUNITY

THROUGH

## LEADERSHIP DIVERSITY & INCLUSION



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

**A unique, integrated leadership coaching program for culturally diverse executives, senior managers and team leaders**

- ▶ Increased value from your diverse leadership talent
- ▶ Elevate organizational inclusion, innovation and growth

*Leadership diversity and inclusion in today's economy is a key success factor that no organization can afford to ignore.*

The award-winning B.O.L.D. Coaching Program equips high-potential culturally diverse executives, 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.

**Starts September 10, 2020**

*"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*

*"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*

**Register Now for the September 2020 to April 2021 Program!**

# BENEFITS OF B.O.L.D.

B.O.L.D. is strategically designed to elevate personal effectiveness as a leader, to encompass and embrace change, agility and resilience, within a VUCA environment (volatility, uncertainty, complexity, ambiguity)

## 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

- Elevate decision-making acumen as you work through issues and opportunities faced by your team, your employer-sponsor, internal and external stakeholders
- Expand circles of influence and innovation for continuous learning, growth and superior business results
- 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
- Strengthen strategies to embed leadership diversity and inclusion into your daily practices and enhance the organization's cultural dexterity
- Secure and sustain strong relationships that boost performance

#### THE IDEAL LEADERS TO ATTEND:

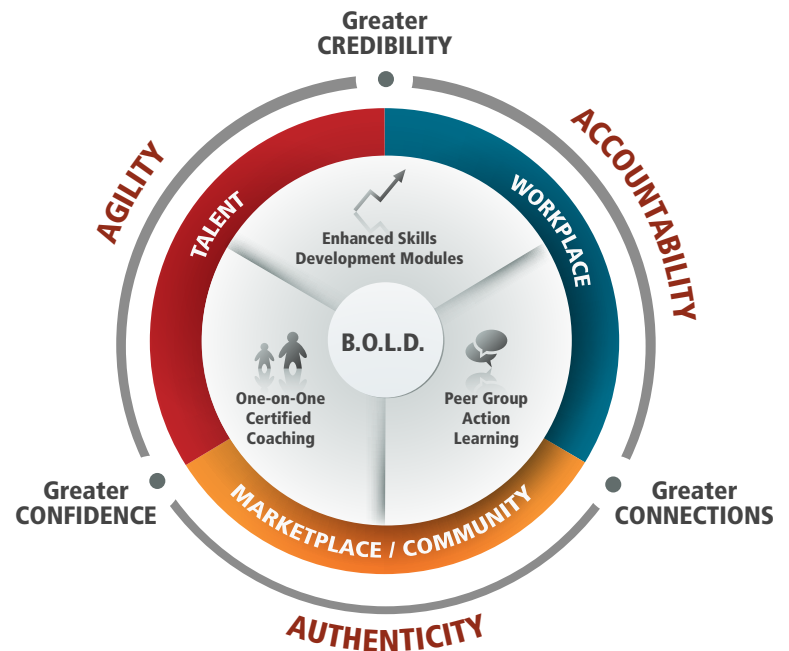
**High-potential, high-performing leaders of diverse cultural backgrounds or leading diverse teams**

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

## VALUE PROPOSITION

- Accelerate senior management capabilities and capacity
- Embed diversity and inclusion with greater impact into your organization
- Establish consistent, rigorous attention to and application of optimized leadership skills set and strategic mapping
- Break down silos and build stronger and new collaborations
- Change mindsets and transform knowledge into applied intelligence for measurable return on investment
- Real-time experiential learning – test and measure what works and what doesn't

## 9 INTEGRATED SESSIONS – 8 MONTHS



## YOUR ORGANIZATION GAINS

- Greater alignment between your talent strategy and business and succession-planning 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 innovation, organizational change and success

## IMPORTANT TO KNOW

**Organizations with above-average diversity in their management teams – with the right enabling factors in place – perform better and report significantly greater return.** (2018 BCG)

**While 71% of organizations aspire to have an inclusive culture, only 12% meet that goal.** (2017 Deloitte)

## SCHEDULE AT A GLANCE

### B.O.L.D. ACTIVITIES SEPTEMBER 2020 – APRIL 2021

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

WEDNESDAY, SEPTEMBER 9, 2020 (4:30PM - 6:30PM)  
Welcome Event

THURSDAY, SEPTEMBER 10, 2020 (8:30AM – 4:30PM) • MODULE 1  
Full-day leadership coaching module:

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

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

THURSDAY, OCTOBER 8, 2020 (MORNING)  
Peer-group coaching session

THURSDAY, NOVEMBER 12, 2020 (8:30AM – 4:30PM) • MODULE 2  
Full-day leadership coaching module:

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

- Leverage critical thinking and skills that help flex leadership styles plus IQ and EQ, 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, DECEMBER 3, 2020 (MORNING)  
Peer-group coaching session

THURSDAY, JANUARY 7, 2021 (8:30AM – 4:30PM) • 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, FEBRUARY 11, 2021 (MORNING)  
Peer-group coaching session

FEBRUARY / MARCH / APRIL 2021  
One-on-one coaching sessions

THURSDAY, APRIL 8, 2021  
Certificate and Celebration Event



## 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
- Dynamic introspection, reflection and experiential outcomes

### ACCOUNTABILITY, SUSTAINABILITY

- Intentional, structured employer-sponsor-talent dialogue to catalyze integration of insights, ideas and new practices that support organizational priorities and actions
- Tracking of B.O.L.D. leaders through compilation of data and consultations, to measure progress and impact, related to a new paradigm of leadership diversity and inclusion
- Professional Certified Coaching post-program follow up and support

### UNIQUE CURRICULUM DESIGN

- Features the “Straight Talk With The CEO/Thought leader” series
- Utilizes non-traditional learning modalities and techniques from the arts, business and culture to stimulate greater awareness and enhanced team dynamics
- Combines the best from Canada’s leading university, human capital and diversity specialists



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

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.



## 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.com/BOLD>

### TUITION

Program Tuition: \$9,500.00 (plus applicable taxes) for 8-month program instruction, coaching, mentoring, program materials and refreshments.

### FOR MORE INFORMATION

Email: [BOLD@DiversityAdvantageInternational.com](mailto:BOLD@DiversityAdvantageInternational.com)  
Phone: 416.759.9863  
Visit: <http://DiversityAdvantageInternational.com/BOLD>

## WHAT B.O.L.D. LEADERS SAY

*"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*

*"Truly transformative. The B.O.L.D. program has taken me to places inside myself that were hither to unexplored. Invaluable personal leadership training, expert coaching, and practical steps and insights gained."*

*A.Sankar, Senior Manager, Marketing Strategy and Operations, CBC*

*"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*

*"The most important lesson - don't lead only by understanding others, but also by understanding your real self. B.O.L.D. enables you to build or address what is true and provides real tools to achieve objectives large or small."*

*Juliette Nicolet, Policy Director, Ontario Federation of Indigenous Friendship Centres (OFIFC)*

*"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*

*"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 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*

*"The time for self-reflection and candid feedback was immensely valuable as well as the "Straight Talk with the CEO" sessions. I now see and utilize diversity and inclusion through an expanded point of view! This makes me a better leader, with the enhanced skills and ability to make an even more meaningful impact at my company."*

*T. Craigen, Engineering Manager, GM 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. program enabled me to approach challenges and solve problems in new ways and learn how my unique assets and abilities strengthen my organization."*

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