



REGISTER NOW

For the April-to-September 2022 Program!

**STARTS
APRIL
2022**

B.O.L.D.

**BROADENING
OPPORTUNITY**

THROUGH

**LEADERSHIP
DIVERSITY & INCLUSION**

Award-winning Certificate Program for Diverse Leaders

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

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



"Participating in the B.O.L.D. program was an extremely valuable experience that showed me that the leaders of tomorrow do not need to fall into cookie cutter molds of what I thought a leader should be. The program offered a great team environment that was a safe place and made one feel included. Learning of the lived experience of my fellow participants was both humbling and rewarding and I would recommend it to anyone who is looking to grow."

*P. Ducharme, VP Entrepreneurship and Procurement,
Canadian Council for Aboriginal Business*

"B.O.L.D. has emboldened my resolve as a self-aware, unapologetic, status quo disruptor of systems, that must adapt to changing demographics in the workplace, and what an Inclusive Leader looks like. Sessions and guest presenters are a Masterclass in facilitating "Education For Adults" of minority backgrounds and others in pursuit of Leadership careers."

P. Volontiya, Care Coordinator, LIHNS

In collaborative partnership with



BENEFITS OF B.O.L.D.

B.O.L.D. is strategically designed to elevate personal effectiveness as an inclusive leader and to encompass and embrace change, agility and resilience in a diverse future-forward world.

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, equity and inclusion with greater impact into your organization
- 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

YOUR ORGANIZATION GAINS

- Credible reinforcement of a workplace that values, utilizes and integrates diversity and inclusion as a critical driver of innovation, organizational change and success
- Heightened innovation, perspectives and creative decision-making skills from an enhanced pool of diverse leadership talent
- Greater alignment of your talent strategy, business and succession-planning priorities

12 INTEGRATED SESSIONS – 6 MONTHS



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 APRIL - SEPTEMBER 2022

6 x half-day Leadership Coaching modules
3 x Peer-Group Facilitated Coaching sessions
3 x One-on-One Coaching Sessions

TUESDAY, APRIL 19, 2022 (2:00PM - 3:30PM) – Welcome Event (Virtual)

WEDNESDAY, APRIL 20, 2022 (MORNING) MODULE #1 – DAY 1
THURSDAY, APRIL 21, 2022 (MORNING) MODULE #1 – DAY 2

2 x Leadership coaching modules (9 am - 12 noon):

Inclusive Leadership Resurgence & Effective Communications
-Across Cultures & Beyond Borders

THURSDAY, MAY 12, 2022 (MORNING) – Peer-Group Coaching Session

WEDNESDAY, JUNE 1, 2022 (MORNING) MODULE #2 – DAY 1
THURSDAY, JUNE 2, 2022 (MORNING) MODULE #2 – DAY 2

2 x Leadership coaching modules (9 am - 12 noon):

Strategic Influence & Collaborative Negotiation
-Across Diverse Teams

THURSDAY, JUNE 23, 2022 (9:00AM - 12:00PM) – Peer-Group Coaching Session

WEDNESDAY, JULY 13, 2022 (MORNING) MODULE #3 – DAY 1
THURSDAY, JULY 14, 2022 (MORNING) MODULE #3 – DAY 2

2 x Leadership coaching modules (9 am - 12 noon):

Personal Leadership Brand Management and Mastery

THURSDAY, AUGUST 4, 2022 (9:00AM - 12:00PM) – Peer-Group Coaching Session

AUGUST TO SEPTEMBER – 3 x One-on-One Coaching Sessions
Dates to be confirmed directly with the Executive Leadership Coach.

FALL 2022 – Certificate and Celebration Event

“The B.O.L.D. program evolved me as a person. It widened my lens to embrace diversity & inclusion, and provided vital inputs that strengthened my leadership brand, as a trusted and inclusive leader.”

N. Bodalía, Senior Manager, Ontario Power Generation

“Such a fulfilling experience!!! B.O.L.D.’s distinct, interactive sessions, with dynamic facilitators and global leaders, is a special learning journey, with diverse peers from various sectors, through eye-opening Executive Coaching moments, and opportunities to challenge myself, and deeply reflect on my core values and my authentic leadership style.”

T. King, Director, Operational Strategy, Ontario Health



B.O.L.D. IS DISTINCTIVE

MULTI-SECTOR, MULTI-INDUSTRY DIVERSITY INTEGRATION

- Deep learning and shared experiences with peers, on the unique issues faced by diverse leaders
- Address common and unique leadership, diversity and inclusion priorities and challenges
- Optimize engagement, dialogue and scenarios that accelerate inclusive growth at the highest levels

ACCOUNTABILITY & SUSTAINABILITY

- Intentional, structured employer-sponsor-talent dialogue and coaching
- 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

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, global talent and diversity specialists



Diversity Advantage International, a division of LCI Associates Inc., has more than 30 years of Canadian and international experience. We are a leading provider of business, talent and workplace solutions. Diverse perspectives, skillful communications, finely honed thought leadership and seamless execution are hallmarks of LCI initiatives and projects.

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

Our mission is to catalyze, accelerate and support the economic vitality of a Canada that values and leverages its most significant asset – its diverse people.



REGISTER ONLINE TODAY

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

Register Online at:

<https://lciassociates.com/diversity-advantage-international/BOLD/>

TUITION

Program Tuition: \$9,500.00 (plus applicable taxes) for 6-month program instruction, coaching, mentoring, program materials.

FOR MORE INFORMATION

Email: BOLD@DiversityAdvantageInternational.com

Phone: 416.759.9863

Visit: <https://lciassociates.com/diversity-advantage-international/BOLD>

WHAT B.O.L.D. LEADERS SAY

"Participating in the B.O.L.D. program provided key building blocks to experience self-actualization. B.O.L.D. is distinct because you can truly experience the benefits of inclusive leadership, by applying the concepts in real-life organizational challenges and make a positive impact within your team and organization."

P. Roach, System Strategy Planner, Ontario Health

"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

"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, Strategy and Business Transformation, GM Canada

"Leadership 'Credibility-Confidence-Connections' significantly escalated with each B.O.L.D. session. As a best practice change agent, I'm empowered as an authentic leader, within a diverse and inclusive workforce, to share valuable tools that benefit our organization and its culture."

C. Josephs, Acting Appeals Manager, Canada Revenue Agency

"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 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 provided me with insight on how to be more self-aware of my leadership intentions, reminded to be bold, courageous and to let my purpose, values and beliefs guide me (as a leader) when I step into the unknown, buoyed by my personal "leadership manual" to refer to during my leadership journey."

D. McDonald, Director, Managers' Network, Environment and Climate Change Canada.