



AURORA COLLEGE

NORTHERN LEADERSHIP DEVELOPMENT PROGRAM (INDUSTRY FOCUS)

Program Overview

Are you an employer in an industry or industry-related business? Do you have talented Northerners within your organization who have the potential to take on management, supervisory or leadership positions? Are you looking for a cost-effective way to provide these individuals with the skills and knowledge to advance within your organization? If so, Aurora College has a program for you.

Aurora College is pleased to announce the second delivery of the Northern Leadership Development Program (Industry Focus). This exciting program is designed for employees in “front line” positions in industry or industry-related businesses or organizations in the NWT. The program is also applicable to people new to supervisory or management roles, such as team leaders or front line supervisors.

Modules

The Northern Leadership Development Program (NLDP) consists of eight 21-hour modules, as noted below:

Module 1 - Personal Development/Coach Mentoring (21 hours) – February 20, 21, 21 and 23, 2012

Module 2 - Communications Skills (21 hours) – March 19, 20, 21 and 22, 2012

Module 3 - Effective Personal Leadership (21 hours) – May 7, 8, 9 and 10, 2012

Module 4 - Effective Team Leadership (21 hours) – June 11, 12, 13 and 14, 2012

Module 5 - Managing in The Middle (21 hours) - September 10, 11, 12 and 13, 2012

Module 6- Problem Solving and Decision Making (21 hours) – October 15, 16, 17 and 18, 2012

Module 7 - Culture and Diversity in the Workplace (21 hours) – November 5, 6, 7 and 8, 2012

Module 8 - Conflict Resolution (21 hours) – December 10, 11, 12 and 13, 2012

Course Times

Each module is 21 hours in duration delivered over a four-day period. For each module, the first day is 1:00PM to 5:00PM, the next two days are 9:00AM to 5:00PM and the last day is 9:00AM to 12:00PM.

Program Features

What Makes the Program Unique?

This program has several themes embedded across all eight modules. The first module, Personal Development/Coach Mentoring, is designed to lay the foundation for success in the program. This module is focused on self-awareness, learning styles, critical reflection, ethics, integrity and accountability. As a result of acquiring a greater understanding of “self,” participants will learn to critically examine the environment around them, and better understand individuals in that environment.

The third day of the first module includes the coach/mentor. The coach/mentor will have been carefully selected by each employer, and his/her role will be to provide ongoing support for the program participant. This session is focused on supportive coaching techniques and mentorship skills so that the coach/mentor can assist the



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participant in applying theory to practice in the workplace, while also providing support and encouragement throughout the program. While the remaining seven modules each have a primary topic area, they continue to reinforce the introductory themes. Furthermore, they focus on effective leadership, communications skills and presentation skills. These areas are woven through each module, and are reflected in both the individual and group activities.

Benefits

- **Cost-savings.** In-house corporate training is expensive. Rather than paying for an internal development program, your organization can now access a program on a “per-seat” basis.
- **Specialized instructors.** The program will feature specialized and skilled facilitators for each module, each of whom is recognized for expertise in their area of instruction.
- **Focus and Relevance.** Unlike leadership programs that are created for business or public sector clients, this program (and the materials, case studies, activities, etc) will focus on the industrial workplace setting.

Eligibility Requirements

- The program is open to employees who are sponsored by their employers.*
- The employee must have a designated coach/mentor within his/her company or organization.
- The employee must have reading comprehension at Grade 11 or higher, along with a keen interest in personal and professional development.

Program Cost

The total program cost is \$4900. This fee includes all eight modules, textbooks, materials and resources for the participants, coffee, snacks and lunch on workshop days. The cost also covers participation for the coach/mentor on day three of the first module.

NOTE: Program Delivery is subject to minimum enrollment of 12 participants.

Location

The eight face-to-face modules will be delivered in Yellowknife at Aurora College, Yellowknife/North Slave Campus.

*Individuals who do not have a sponsoring employer, and wish to consider applying as a self-sponsored participant, should contact Kerry Robinson for more information (see contact information on the next page).



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Application Process

Interested employers shall apply on behalf of the identified employee. The employer shall submit a resume for the candidate, as well as a cover letter briefly outlining how the candidate and organization will benefit from the program. Also, the employer shall commit to providing a suitable coach/mentor for the employee as he/she progresses through the program. NOTE: The coach/mentor will attend day three for the first module.

The application deadline is **January 25, 2012**. Employers will be advised of acceptance into the program by **January 31, 2012**.

Applications to the NLDP shall be sent to:

Karen Horn
Coordinator, Continuing Education Programs
Aurora College, Yellowknife/North Slave Campus
Bag Service 9700 5004-54th Street
Yellowknife, NT X1A 2R3
Phone 867-920-8802
Fax 867-873-0333
khorn@auroracollege.nt.ca

NOTE: Please do not include program fee in the application. Also, because the employer is applying on behalf of an employee, an Aurora College application form is not required.

Aurora College Contacts

For more detailed information on the NLDP, please contact either Karen Horn (contact information above) or Kerry Robinson:

Kerry Robinson
Manager, Program Development
Aurora College, Office of the President
Box 1290 50 Conibear Crescent
Fort Smith, NT X0E 0P0
Phone 867-872-7014
Phone 867-872-5143
krobinson@auroracollege.nt.ca

Advisory Committee

This program would not be possible without the support, direction and dedication provided by the NLDP Advisory Committee:

- Julian Tomlinson, BHP Billiton
- Mona Morrow, Diavik Diamond Mines, Inc.
- Gaeleen MacPherson, De Beers Canada, Inc.
- Shelley Kapraelian, Education, Culture and Employment, GNWT
- Wanda Norwegian, NorTerra, Inc.
- Hilary Jones, Mine Training Society

