



LEADERSHIP NIAGARA

EMPLOYER HANDBOOK

Contents

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strengthen the bonds
within the region and
serve as a **retention &
engagement tool** for
our **Niagara businesses
& non-profits.**

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BENEFITS FOR EMPLOYERS

For an organization to enjoy sustained success in the community, we believe the roots it puts down come from the people within it. Leadership Niagara aims to develop emerging leaders from diverse backgrounds within the public, private and non-profit sectors around the idea of growing stronger together through collaborative leadership and social responsibility. Our program aims to strengthen the bonds within the region and serve as a retention and engagement tool for our Niagara businesses and non-profits. Here are a few reasons why it is worth your investment:

ENHANCES YOUR EMPLOYEE'S LEADERSHIP SKILLS

Throughout their leadership journey, participants will be enhancing their essential skills, developing their leadership capabilities and their approach to working collaboratively. This will flow back to your organization to add value to your teams.

COMPLEMENTS IN-HOUSE LEADERSHIP PROGRAMS

LN's Community Leadership Development Program is an excellent complement to in-house leadership and management training programs. There is a clear overlap between the competencies of community leadership and workplace leadership. Through the community project component, we provide your employee(s) with the opportunity to apply their skills in real time on a challenging project which complements in-house training programs.

COMMUNITY COMMITMENT STATEMENT

We commit to empowering our participants to become advocates for positive change in our community, by encouraging them to engage in service projects, volunteer work, leadership opportunities, and other activities that aid in creating a stronger Niagara.

PROVIDES SOCIAL AND COMMUNITY ENGAGEMENT

When you support an employee to participate in the Community Leadership Development Program, they become an ambassador for your organization within the community.

Your employee will develop a deeper awareness of community issues and come back to your workplace with constructive suggestions for how your organization can engage with the community in positive ways. Also, they will have become adept at building partnerships across different sectors and organizations, so they can help you advance your outreach activities. Upon graduation, they will join a network of over 300 community leaders.

ATTRACTS AND RETAINS TALENT

Today's employees are increasingly attracted to employers that they feel are aligned with their personal values which in turn increases their commitment to meaningful and impactful work. Supporting and encouraging your employees to participate in our Community Leadership Development Program is also an indicator to your employees that you believe in and are committed to their own personal/professional growth.

We encourage our participants to share their experience and learnings with their coworkers, so your investment is multiplied as you support your employee to bring their new leadership competencies and community awareness back into their day-to-day role.

Today's employees are increasingly attracted to employers that they feel are aligned with their personal values...

Our Community Leadership Development Program encourages leadership and positive change within our communities by developing the leadership capabilities of individuals who care about the community, who understand its strengths and weaknesses, and who are willing to make a personal investment to improve the quality of life for Niagara's citizens.

Community Leadership Development Program (CLDP) History

Founded in 2007, the Community Leadership Development Program is our flagship program. It takes emerging leaders from the public, private, and non-profit sectors and sets them up for success in leading self, leading others, and leading the community. In the program, participants learn about the most important issues facing our communities in Niagara, meet and learn from the community's most dynamic leaders, and strengthen their leadership capacity through face-to-face learning and a team-based community action project.

CURRICULUM FRAMEWORK

Leadership Niagara's Community Leadership Development Program uses research-based leadership models and current community needs to enhance participant learning. The purpose of the learning journey is to:

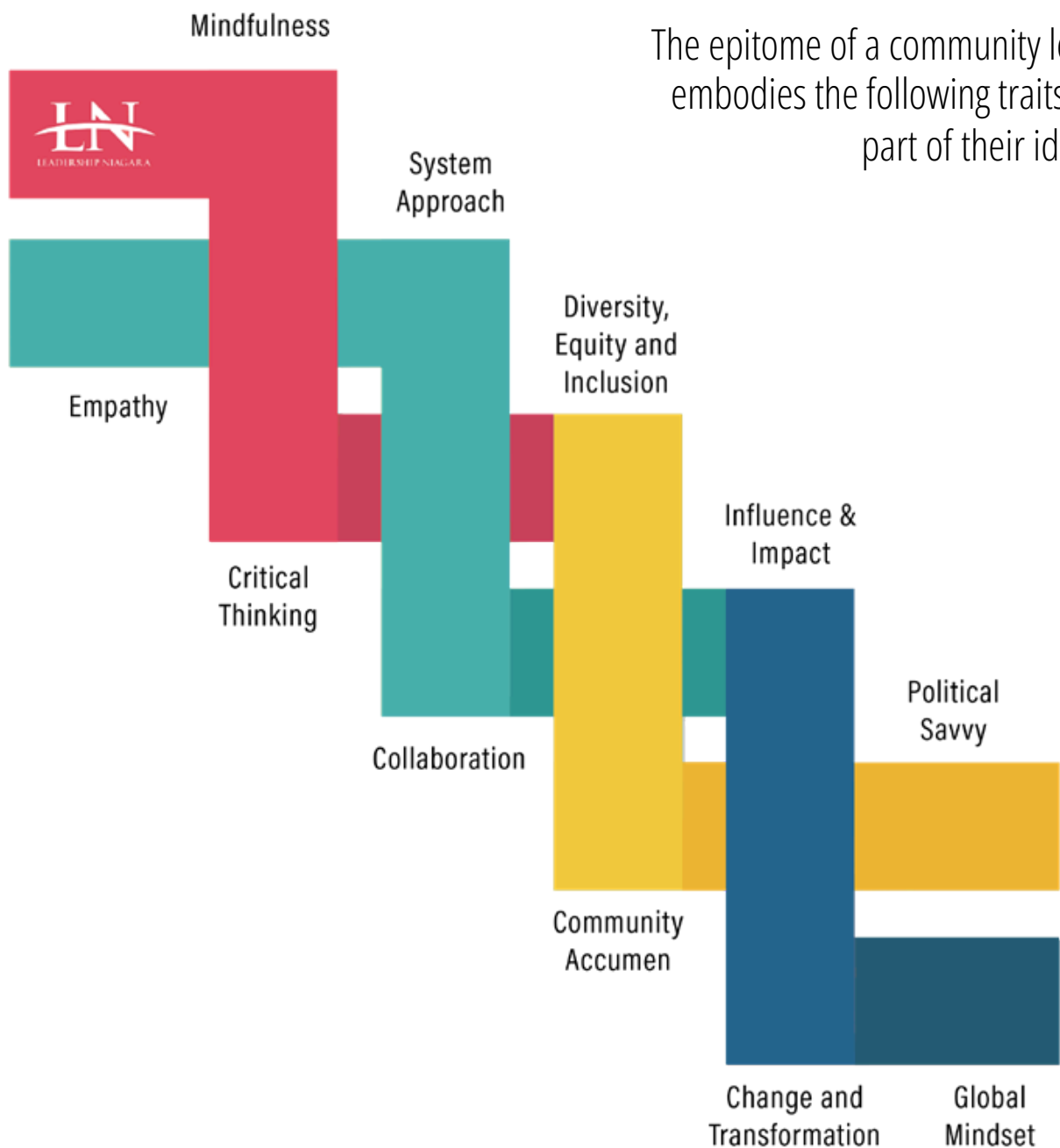
- Examine the extraordinary contributions which community leaders make to the future of Niagara
- Explore the community leadership qualities which inspire leaders and help to build a stronger community.

We do this by working to enhance the leadership competencies and practices of our participants. Our team develops our learning days with overall objectives tied to Five Exemplary Leadership Practices as outlined by Kouzes and Posner in their book *The Leadership Challenge*. At LN we have also identified a number of competencies which we feel are needed in community leaders. These form our Competency Framework.



"The 5 Leadership Practices," *The Leadership Challenge*, Wiley,
Dec 15th, 2020, www.leadershipchallenge.com

COMPETENCY FRAMEWORK DNA



The epitome of a community leader embodies the following traits as a part of their identity

LEARNING JOURNEY


1 EXPLORING LEADERSHIP FOR TODAY'S CHANGING WORLD

- Develop an understanding of the Leadership Niagara (LN) journey and all program expectations
- Identify learning goals for their personal and professional growth as a community leader
- Network with LN team members and commence the development of a community of learners
- Examine foundational principles of leadership; analyze and assess one's personal leadership strengths and opportunities
- Explore strategies for maximizing inclusion and leveraging the strengths of self and team
- Develop an understanding of the Experiential Learning Project requirements and expectations for CLDP

2 LEADERSHIP PRINCIPLES FOR COLLABORATION

- Review the projects submitted and select one to focus on
- Develop an understanding of a Project Charter and Project Plan
- Develop skill at working collaboratively to help address the challenges of a NFP
- Develop an appreciation of the role crucial conversations play in supporting positive collaboration

3 INFLUENCING COMMUNITY SYSTEMS

- Develop an understanding of systems thinking to influence and enact change
 - Develop an understanding of community engagement principles for advocacy and change
 - Build systems leadership in yourself to influence and champion change in our community
 - Apply social change principles to facilitate strategic foresight in championing change
 - Apply systems thinking to current community challenges in Niagara
- 

4 NON PROFITS AND GOVERNANCE

- Develop an understanding of the challenges the NFPs in Niagara face with respect to:
 - People (staff, board, volunteers etc)
 - Funding (funding cycles, year end, sources of money etc)
 - Governance models and types of boards
- Understand the connections between boards, staff and volunteers at NFP
- Understand and Support Not for Profits in Niagara
- Understanding politics and Governance Structures in NFP
- Examine ways to become connected to NFP
- Review how corporate leadership skills are transferrable to community leadership

5 MINDFULNESS, MINDSET AND EMOTIONALLY EFFECTIVE LEADERSHIP

- Examine foundational principles of The Energy Leadership Index
- Develop an understanding of the role of emotional intelligence in the mindfulness and energy of leaders
- Explore strategies that facilitate mindfulness of one's energy and mindset, as a leader of self, teams, community and regarding the project

6 EXPLORING TOPICS IN DIVERSITY, EQUITY, AND INCLUSION IN NIAGARA

- Explore the role of privilege within community
- Explore what it means to belong
- Examine strategies for cultivating a more inclusive Niagara
- Discover strategies for allyship

7 SHOWCASING AND CELEBRATING OUR LEADERSHIP NIAGARA JOURNEY

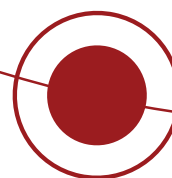
- Examine LN Project Experiences
- Project team presentations of learnings
- Reflect on LN Learning Journey
- Identify Next Steps as a Community Leader
- Celebrate their personal journey

GRADUATION

On completion of Leadership Niagara's Community Leadership Development Program, participants will join a growing group of alumni who have the knowledge, skills and enthusiasm to take an active role with a wide variety of community groups in Niagara.

OUR TEAM

Terry Dow
Executive Director



Program Advisory Committee

Ann Harrison, Chair
Emergency Management Coordinator

Caitlin Armstrong, Co-Chair
Director, HR Business Partnerships

Carrie Price
People and Culture Business Partner

Jennifer Passmore
Manager, Credit Card Operations, Vendor Management

Jim McEwen
Adaptive Technology Specialist

Julie Greco, (On leave)
Communications Professional

Karen Ogidigben
Human Resources Manager

Katie McQuestion
Emergency Management Coordinator

Michelle Ross
Organizational Development Consultant

Mike Britton
Consultant

Susan Reinhart
Nurse, Mohawk College

Sheldon King
Information Technology Support

Board of Directors

Nour Hage, Chair
CEO, Civiconnect

Amanda Nicol MacDonald
Niagara College, Proposal Writer

Dan Chalmers
Associate Director, Financial Reporting

Dan Fowler
Arterra Wines Canada, Vice President and General Manager of Operations

Jessica Coutinho
Community Market Manager

Karen Ogidigben
Human Resources Manager

Kiara Theodosopoulos
Human Resources, Airbus Helicopters

Meredith Maxwell
Project Manager, Population Health

Namrata Mahboobani
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LEADERSHIP NIAGARA

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