



THE ASPIRING DIRECTORS PROGRAM

Includes | 1:1 Coaching | 5 workshops | EQi 2.0 Assessment

Proud APEX Partner



OVERVIEW

CareerJoy's Aspiring Directors Program is all about equipping future Directors of the Public Service with the enhanced leadership skills needed to take their career, and their teams to new heights.

Unlike standard leadership programs, we customize everything to fit the fast-changing world of federal work, using our [LQ] Leadership Intelligence Framework.

With CareerJoy's holistic, individual approach, aspiring directors will not only be ready to lead but will also feel confident and capable of pushing their department forward.



KEY TAKEAWAYS



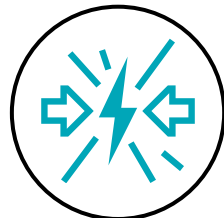
Use the [LQ] Leadership Intelligence Framework to assess your self-awareness as an advancing leader.



Examine the importance of employee engagement as a key facet of driving results.



Analyze your Emotional Intelligence using the EQi 2.0 assessment and understand its influence on the effectiveness of your leadership.



Identify underlying themes of conflict within teams and define your role as a future director in conflict resolution.



Create a plan to prepare for Director-level interviews and explore best practices for the interview process.



[LQ] Leadership Intelligence is a framework developed by our team at CareerJoy in collaboration with numerous clients and subject matter experts, that supports the vertical development of a leader.

There are four key principles that work together to support the leadership of self, leadership of teams, and leadership of an organization – commitment, character, competency and culture.





OUR COACHES + FACILITATORS

Our facilitators are also coaches, and they bring that experience into each workshop.

Our facilitators engage and encourage participants to apply their experience and knowledge to the subject matter and to be active contributors to the conversation and the learning. Our facilitators ask thought-provoking questions, use dynamic activities and lead participants through the content, making it relevant to their experience and role.

At CareerJoy we have a diverse roster of coaches and facilitators, including subject matter experts and former public servants with substantial experience working at various levels in the public service, including;

- **Manager**
- **EX-01, Director**
- **EX-03, Director General**

Many of these facilitators also hold a security clearance ranging from Entrance to Reliability, up to Top Secret.

THE DETAILS

Workshop 1: Leadership Starts with You

Before you can effectively lead others, you must begin by leading yourself. In week 1, you will:

- Define essential leadership competencies and understand what it means to lead yourself
- Explore the importance of self-awareness and self-awareness archetypes
- Determine your strengths and opportunities for leadership development

Workshop 2: Leading With Emotional Intelligence

The presence of Emotional Intelligence in a director develops positive work culture and can ignite growth, innovation and creativity. You will;

- Explore Emotional Intelligence using the EQi 2.0 Model and your assessment results
- Examine Competency Development and the benefits of improving your Emotional Intelligence as an Aspiring Director

Workshop 3: The Commitment to Leading Others

A compelling vision is crucial when leading teams, as it unifies and motivates members, providing direction and purpose that drive collective efforts toward achieving shared goals. You will:

- Determine a leader's role in leading a visionary organization and assess areas of strength and opportunity
- Examine the characteristics of an impactful vision statement
- Create a well-crafted vision statement for your team that aligns with the overall strategic plan



Workshop 4: Courageous Conversations

In the dynamic landscape of human interactions and complex work environments, conflicts are inevitable, but they also present opportunities for growth, strengthened relationships, and innovative solutions. You will:

- Discuss the underlying themes of conflict and differentiate between productive and destructive conflict
- Define the role of the leader in conflict resolution
- Explore the '3 Stories' and psychology behind courageous conversations and determine the skills and behaviors that support courageous conversations

Workshop 5: Navigating and Interviewing for an Executive Role

Understanding how to be an effective and impactful director in the Public Service is crucial, but so is having the knowledge and skills to successfully navigate the competition. You will:

- Use the [LQ] Leadership Intelligence Framework to understand your career identity
- Examine the Federal Public Service application process
- Create a plan to assist in preparing for Director-level interviews and explore best practices before, during and after the interview





WORK. MADE BETTER.
MIEUX VIVRE SON TRAVAIL.

Human

We believe in the value of the individual and the importance of empowering and celebrating our unique individual strengths and desires.

Modern

We believe that being 'modern' means creating future-focused leaders capable of adapting quickly and leveraging technology to unlock, not replace, human potential.

Canadian

We believe in serving Canadians from coast-to-coast to develop strong sustainable careers and cultures.

Results

We believe that creating impactful leaders has transformative results for organizations, improving cultures and increasing results.



100% SERVICE | COACH FIT

GUARANTEE.

CareerJoy

PROGRAM OPTIONS

OPTION 1:



5 two-hour workshops with experienced facilitators with extensive experience in the Public Service



Access to the [LQ] Learning Lab - an online portal with additional resources, tools and materials



5 Fifty-minute Executive Leadership Coaching sessions with a Public Service [LQ] Certified Career Coach



EQI 2.0 Assessment to better understand your current EQi and it's impact on your leadership (with debrief)



A certificate of completion

OPTION 2:



All items in Option 1



A 360 Feedback Assessment + debrief with [LQ] Certified Coach





LEARN MORE

Taking the next step in your leadership journey is simple.

Complete the registration form using the QR code and a member of our team will reach out to confirm your spot in the program.



Have questions?



1.866.438.2975



info@careerjoy.com



careerjoy.com

Career
Joy