



LEADERSHIP NIAGARA

2023-24  
**EMPLOYER  
HANDBOOK**



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Our program aims to **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.

## **ENHANCING YOUR EMPLOYEE'S LEADERSHIP SKILLS**

With over 400 graduates the Community Leadership Development Program, we can say that this learning journey has consistently been described as a life-changing process. According to many of our graduates, it has had a tremendous effect on their leadership capacity in the workplace context.

## **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) the opportunity to apply their skills in real time on a challenging project which complement in-house training programs.

## **COMMUNITY COMMITMENT STATEMENT**

We commit to empowering our participants to become advocates for a 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 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 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.

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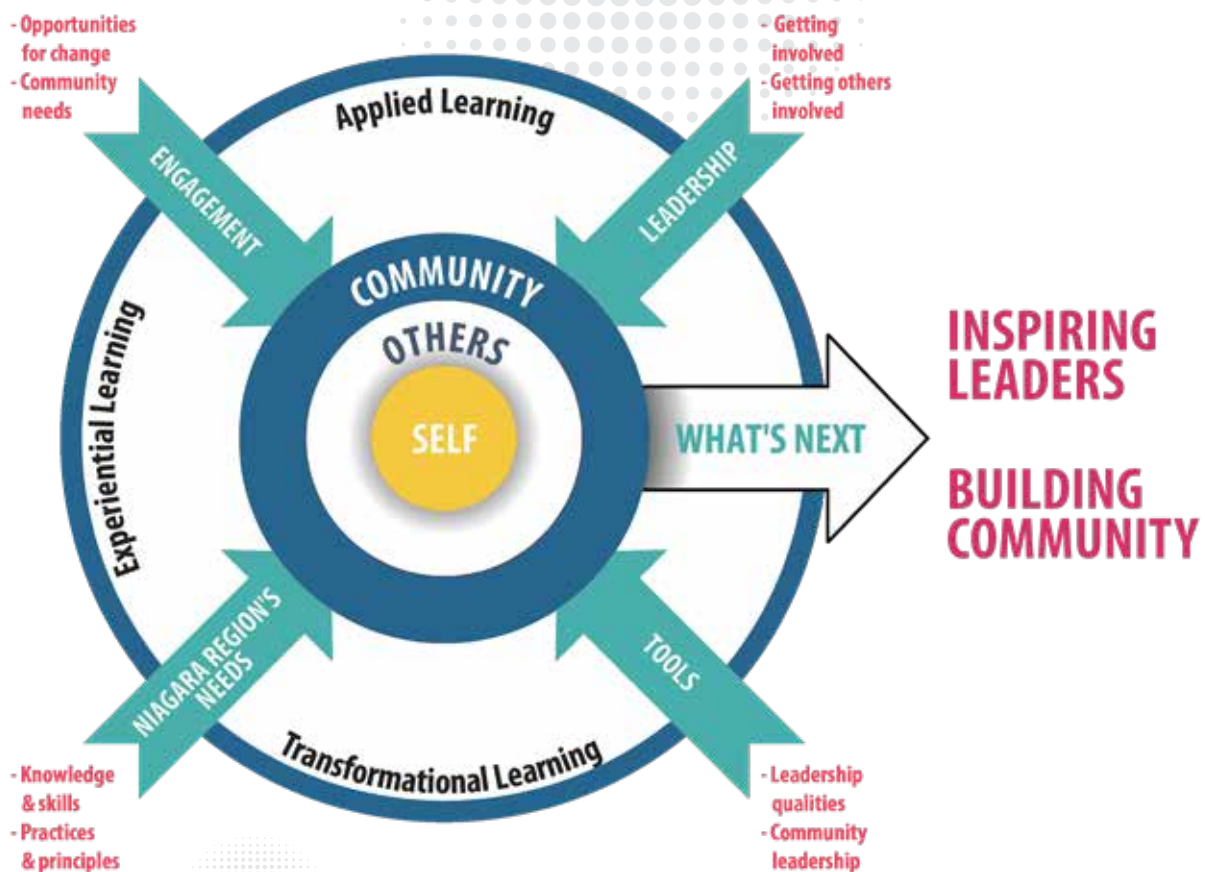
Our Community Leadership Development Program encourages leadership and positive change within our communities by developing the leadership capabilities of individuals who care about the community, who understand its strengths and weaknesses, and who are willing to make a personal investment to improve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

## **Community Leadership Development Program (CLDP) History**

Founded in 2007, the Community Leadership 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. From September to June 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

## Inspiring Leaders - Building Community

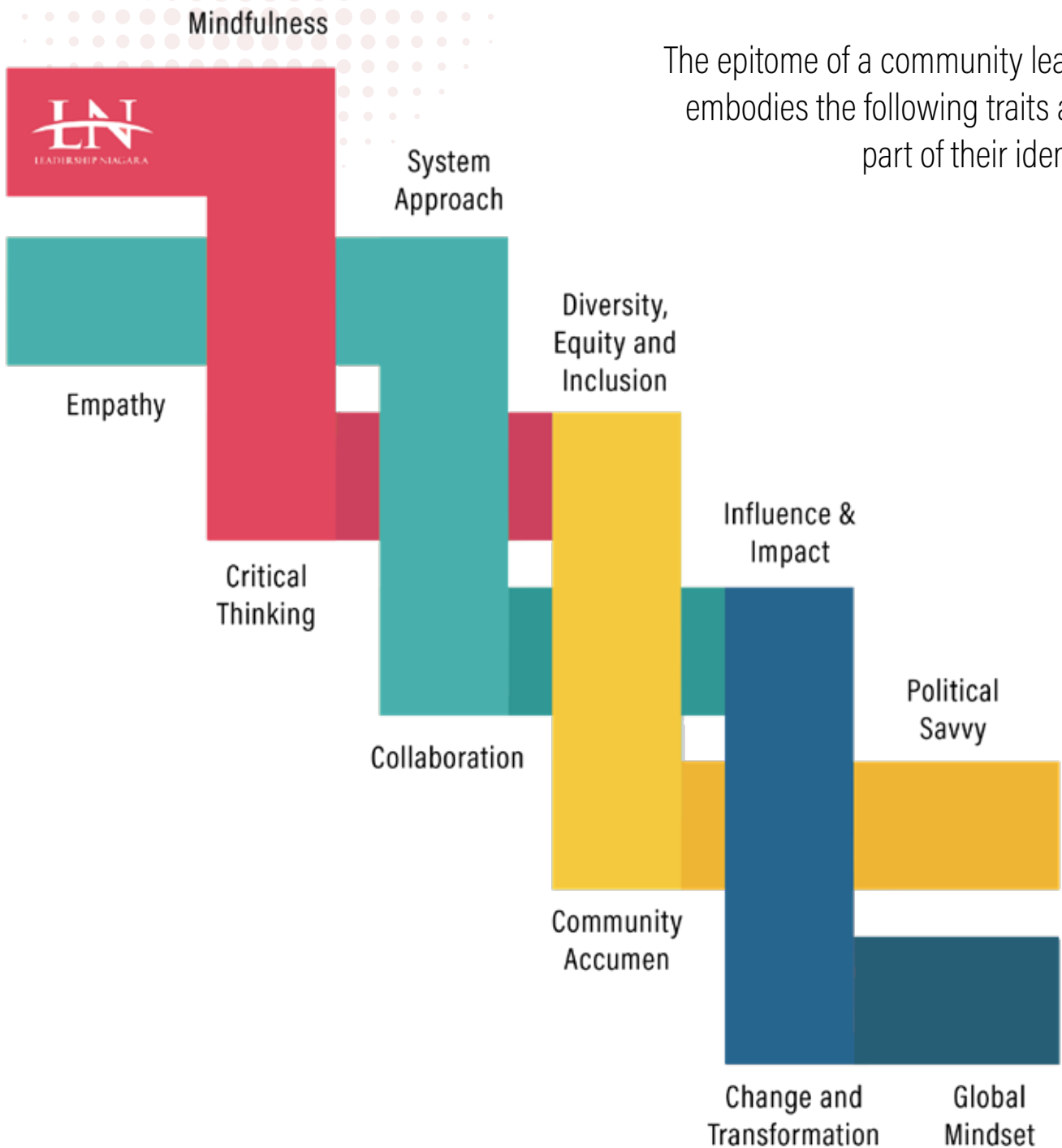


Leadership Niagara's Community Leadership Development Program uses research-based leadership models and current community needs to enhance participant learning.

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.

# COMPETENCY FRAMEWORK DNA



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

# LEARNING JOURNEY

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## 1 EXPLORING LEADERSHIP FOR TODAY'S CHANGING WORLD

- Understand LN's history and develop expectations for the Program
- Explore leadership models
- Explore personal leadership styles
- Develop a network of like minded individuals

## 2 CREATING COLLABORATIVE PARTNERSHIPS

- Develop an understanding of the role of Not For Profit (NFP) in the Niagara community and the challenges which they face
- Understand the connections between boards, staff and volunteers at NFP
- Develop an appreciation of the complexity of work involved at NFP
- Develop skill at working collaboratively to help address the challenges of a NFP
- Explore strategies to overcome barriers to collaboration

## 3 NAVIGATING AND INFLUENCING COMMUNITY SYSTEMS TRANSFORMATION

- Develop a systems mindset and explore methodologies that support a system perspective
- Explore strategies and tools which inspire action and influence change and transformation
- Discover skills and apply frameworks required for championing change



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## **4 COMMUNITY IMPACT: NON PROFITS, GOVERNANCE AND LOCAL GOVERNMENT**

- Examine different levels of government and politics
- Understanding board governance models
- Review funding options for Not for Profits
- Develop the skills required to successfully apply to Board opportunities

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## **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.

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

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

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## **7 SHOWCASING AND CELEBRATING OUR LEADERSHIP NIAGARA JOURNEY**

- Present Project team 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 PROGRAM ADVISORY COMMITTEE

**Ann Harrison**, Chair

Retired Educational Leader

**Caitlin Armstrong**, Co-Chair

Human Resources Business Partner

**Mike Britton**

Consultant

**Julie Grecco**

Communications Professional

**Sheldon King**,

Information Technology Professional

**Meredith Maxwell**

Manager of Communications and Engagement

**Katie McQuestion**

Campus Safety and Emergency Management Coordinator

**Karen Ogidigben**

Human Resources Manager

**Susan Reinhart**

Public Health Nurse, Region of Niagara

**Michelle Ross**

Organizational Development Consultant

**Kashif Siraj**

IT Portfolio Manager



The graphic features a large, dark red circle with a white outline, centered on a light gray background. A thick, dark red curved bar enters from the left and passes behind the circle. In the upper right, there is a smaller dark red circle with a white outline. The bottom right corner shows a dark red curved bar extending outwards. The background is decorated with a pattern of small, light gray dots.

# LEADERSHIP NIAGARA

Niagara College Employment Services  
43 Church St. St. Catharines, Ontario L2R 7E1  
Phone: 905-641-4452 ext 4670  
E-mail: [info@leadershipniagara.ca](mailto:info@leadershipniagara.ca)  
Web : [www.LeadershipNiagara.ca](http://www.LeadershipNiagara.ca)

Facebook : [@LeadershipNiagara](https://www.facebook.com/LeadershipNiagara)  
LinkedIn : [@LeadershipNiagara](https://www.linkedin.com/company/LeadershipNiagara)  
Twitter : [@Lead\\_Niagara](https://twitter.com/Lead_Niagara)  
YouTube : [@leadershipniagara07](https://www.youtube.com/channel/UC...)