



**McGill**

Executive  
Institute

McGill Executive  
Leadership Experience

Leadership is not a concept. It's everything you do and how it's perceived by those around you.



# A truly unique, world-class program.

## McGill: Canada's Ivy League University

In order for any leadership learning experience to be effective it should provide a blended mix of structures and tools as well as enough open space and time to allow participants to reflect and introspect, both on their journey as leaders today and what their future leadership destination will be.

The **McGill Executive Leadership Experience (MELE)** includes individual, networking and multi-perspective

learning opportunities within which you can situate yourself as a leader while developing personal goals to reach the pinnacle of your capabilities, competencies and knowledge.

As a leader, your role is to support and enable engagement. How are you sustaining and growing the fire of commitment in others? Our renowned faculty team and program coaches are ready for you. **Are you?**



# Program at a glance

The **McGill Executive Leadership Experience (MELE)** is a six-day program which advances the competitiveness of seasoned managers and executives by challenging them with new insights, high energy learning exercises, best practices, practical tools and coaching techniques. It develops well-rounded, value-added thinkers and decision-makers, revolving around you and your role as a...



**Leader of People & Organizational Change**  
**Strategic & "Imagineer"**  
**Diversity Innovator & Growth Seeker**

Each session focuses on the acquisition of key leadership disciplines and mindsets relating to your business context. Projects tackle real issues, “friendly consulting” gives you experienced advice from fellow participants and a quality faculty team will help guide the development of your leadership agenda back in your organization. This is an exceptional opportunity to enhance key competencies, achieve a worldlier mindset, and understand how and why business leaders succeed today.



# Henry Mintzberg's philosophy

The McGill Executive Leadership Experience (MELE) is influenced by Professor Henry Mintzberg, one of the most prolific and impactful scholars in management education.

At the core of Professor Mintzberg's philosophy on management education is the critical role of reflection: taking time out of your day to reflect upon what you have experienced and using that reflection as an opportunity to learn.

We have incorporated his philosophy by introducing a period of reflection on each day of the program. Every morning, participants are given time to reflect both individually, and as a group, on the previous day's discussions. This gives participants an opportunity to understand how they are going to bring what they have learned to life, as a leader inside their organization.



**“To change someone it is first necessary to “unfreeze” his or her basic beliefs, then “refreeze” around the new ones**

Professor Mintzberg is considered by many academics and business leaders to be the world's premiere authority on management. The recipient of the 2014 CK Prahalad Distinguished ScholarPractitioner Award, he writes prolifically on the topics of management and business strategy, with more than 160 articles, 15 books and 100,000 citations on Google Scholar to his name.



# Learning themes

## You as a **Leader**

- Defining the meaning of leadership
- Reviewing key skills for leading others
- Understanding types of power
- Understanding the importance of communication
- Exploring how leaders create a positive work attitude
- Understanding the benefits of coaching for you and the organization
- Learning and practicing key skills related to coaching
- Building an action plan

## You as a **Strategist**

- Asking the fundamental strategic questions
- Defining good strategy
- Anticipating change in your competitive environment
- Overcoming cognitive biases
- Challenging your business model
- Executing strategic experimentation in established organizations
- Developing your strategy statement



### McGill Executive Leadership Experience (MELE)

## You as an **Innovator**

- Defining innovation and why it matters
- Applying Design Thinking principles to foster innovation
- Developing a problem statement that is actionable and worth tackling
- Discussing how an organization can become more innovative
- Identifying factors which could get in the way of innovation
- Making innovation part of your strategy
- Leading innovation in your organization

## You as an **Influencer**

- Recognizing cultural realities within one's own culture and in others'
- Building awareness of the impact of attitudes and behaviours
- Creating an environment of inclusion and respect
- Recognizing how unconscious bias can impact your decision
- Managing and taking action when bias arises
- Identifying influencing skills

# Program in detail and application

## *MELE also includes:*

- A workshop on creating compelling business presentations
- Relevant pre-reading articles on late-breaking leadership and business issues
- Informal coaching provided by instructors to identify specific areas of improvement
- Wellness workshops designed to enhance your overall effectiveness as a leader

## *More information*

The program fee is CAD \$9,395 + applicable taxes. This includes program tuition, instructional materials, all instructional materials and a Certificate of Completion.

The McGill Executive Institute seeks to build strong positive learning environments within which participants can flourish. As such, eligibility for program acceptance requires the following qualifications:

1. Participants have upper to senior-level management responsibilities
2. A positive interest in engaging with peers in a unique executive learning environment

Candidates are encouraged to register Online and supply a current resume that shows both your academic and professional experience via email at

[naser.muja@mcgill.ca](mailto:naser.muja@mcgill.ca)

