McGill Executive Leadership Experience
A fresh look at your leadership transformation

Unleash your potential
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

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 for reflection and introspection, influencing a participant’s journey as a leader today and their destination as a future leader.

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 ready?
Program at a glance

The **McGill Executive Leadership Experience (MELE)** is a six-day program that 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 Thinker & “Imagineer”**  
**Influencer for Inclusion & Diversity**  
**Innovator & Growth Seeker**

---

**Starting on Monday and ending on the following Saturday** – 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 at your organization.

**The program fee includes** breakfast, lunch, daily refreshments, an evening activity in Old Montreal and a celebration dinner, as well as one-on-one coaching before and after the onsite learning for increased relevance and impact. 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) bears the influence of Professor Henry Mintzberg, one of the most prolific and impactful scholars in management education.

At the core of Professor Mintzberg’s philosophy of 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 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 to bring to life what they have learned, as leaders within their organizations.

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

Henry Mintzberg

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 Scholar-Practitioner 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.
McGill University welcomes you to Montreal

Montreal sits at the meeting point of the Old and New Worlds and offers an exciting fusion of European and North American cultures. It’s a city of cobblestones and an international hub for creative sectors, software engineering, pharmaceuticals, aerospace and telecommunications.

A safe, vibrant, diverse city bursting with culture, Montreal consistently ranks among the world's most livable cities. Around half of Montrealers' mother tongue is French but thanks to the friendly spirit of its community, you will be able to get by with ease in English.

Whether enjoying one of Montreal's famous cafes, restaurants or public markets, visiting any of the 2,200 hectares of parks including Mount Royal, or taking advantage of the city’s 100+ world-renowned festivals and public events, you will find your leadership experience enriched by this effervescent city.
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 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

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 that 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 your own culture and others’ culture
- 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

McGill Executive Leadership Experience (MELE)
Program in detail and application

MELE also includes...

**Before**

- Individual leadership-style assessment prior to the start of the session
- Relevant pre-program readings on late-breaking leadership and business issues
- One-on-one, pre-session coaching to pinpoint key areas for development and to discuss your leadership, strategy, and innovation challenges

**After**

- One-on-one, post-session coaching, to review progress on your action plan and reinforce the impact of your learning experience when back at your workplace.

More information

**The program fee is CAD $8,495 + applicable taxes.** This includes program tuition, instructional materials, breakfast, lunches, daily refreshments as well as an evening activity in Old Montreal and a celebration dinner on Friday evening.

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. Show high interest in engaging positively 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. Email to:

Marie-Hélène Laplante
marie-helene.laplante@mcgill.ca
The faculty

Karen Diaz - Diversity and Inclusion
Karen Diaz, M.Ed. (McGill University), is an experienced adult educator, facilitator and trainer. Karen has undertaken projects across Canada and internationally in the Russian Federation, India, Central America, and the Caribbean. She has recently researched and designed a series of workshops with the intention of building organizational capacity and institutional strength in the areas of talent management, performance management, workforce diversity, change management, and training trainers.

Jerry Remillard - Leadership and Change
Jerry Remillard has been a faculty member of the McGill Executive Institute since 2005 and contributes more than 25 years’ experience in strategic management, team dynamics and coaching. He conducts numerous senior executive forums and coaching initiatives for major corporate, government and non-profit organizations. His wealth of corporate hands-on experience adds to his popularity as a seminar leader; he served as director of strategic planning at Kraft Foods; he has played key roles in other major corporations. Jerry holds a Master of Business Administration (MBA) degree from McGill University.

Jared Lee - Innovation
Jared Lee is a senior consultant who provides training to executives of various organizations as well as professional and graduate students. He has led workshops, seminars, and guest lectures at McGill University’s Desautels Faculty of Management, Max Bell School of Public Policy, Queen’s University’s Smith School of Business, and Concordia University’s John Molson Executive Centre. Topics have included strategic thinking, problem-solving, design thinking and innovation, structured communication, business presentations, data analysis and visualization, and change leadership.

John-Paul Ferguson - Strategy
John-Paul Ferguson is an accomplished keynote speaker and executive educator as well as an award-winning business school professor. He is currently academic director of the MBA program at McGill University. John-Paul holds a PhD from the Sloan School of Management at MIT. His clients ranged from small firms to multinationals and included healthcare and government organizations as well as for-profit companies. He was a pioneering instructor at the Stanford Institute for Innovation in Developing Economies, where he taught strategy and organization design to dozens of business owners from 23 countries.