McGill Executive Leadership Experience

A fresh look at your leadership transformation
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?

Corey Phelps
MELE Academic Director
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...*

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**Leader of People & Organizational Change**

**Strategic Thinker & “Imagineer”**

**Influencer & Inclusive Leader**

**Innovator & Growth Seeker**

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**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 in 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) 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.”

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 to his name.
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 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

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 others’
- Building awareness on the impact of attitudes and behaviors
- Creating an environment of inclusion and respect
- Recognizing how unconscious bias can impact your decision
- Managing and taking action when bias arise
- 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-reading articles 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 back in the 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. 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 mei-application@mcgill.ca.
The faculty

Corey Phelps - Strategy
Professor Phelps is an award-winning teacher, researcher and Professor of strategy at McGill. He has spent the past twenty years researching the origins of corporate innovation and growth and has published his research in leading academic journals. His book on innovative problem solving, *Cracked It! How to solve big problems and sell solutions like top strategy consultants* - co-authored with Olivier Sibony and Bernard Garrette, was published in summer 2018 by Palgrave Macmillan. Corey completed his Ph.D. at the Stern School of Business, New York University and has been a faculty member at HEC Paris and the University of Washington, where he also received multiple awards for his teaching.

Karen Diaz - Diversity and Inclusion
Ms. 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. For these projects she has recently researched and designed a series of workshops with the intent of building organizational capacity and institutional strengthening in the areas of talent management, performance management, workforce diversity, change management, and training of trainers.

Jerry Remillard - Leadership and Change
Jerry Remillard has been a faculty member of the McGill Executive Institute since 2005 and brings over 25 years of 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 and has played key roles in other major corporations. He holds a Masters In Business Administration (MBA) from McGill University.

Mike Ross - Innovation
Mike Ross is a faculty member at the McGill Executive Institute with extensive experience in helping companies thrive in the face of disruption. He delivers both learning programs and tailored consulting solutions on innovation, business models, organizational culture, and building robust yet flexible strategic visions, plans, and approaches. Mike is a former consultant at McKinsey & Company and holds an Masters In Business Administration (MBA) from McGill University and degrees in law and international relations from the University of Toronto.