

THE CUSTOMIZED LEARNING ADVANTAGE

Leadership Development has an impressive record of long-term custom program partnerships with companies from across Canada, and beyond. Customized leadership programming at The Banff Centre provides a number of advantages:

- Ensures that your specific organizational needs have primary importance, through careful and collaborative program design
- Provides your staff with unique opportunities to discover and expand their individual leadership capabilities in depth
- Promotes teamwork, planning, and goal-setting for participating teams, units, and divisions through their shared experience
- Speeds learning integration back in the workplace with universally understood skill-building
- Intensifies the power of the learning when removed from the distractions of daily workplace pressures
- Invigorates participants with a variety of creative, dynamic, and experiential learning methods
- Provides flexibility in scheduling your program to best suit your organization's business cycle

Based on consultation with your organization, and in response to your particular needs and objectives, Leadership Development's expertise and unique methodologies are strategically integrated with your business context to maximize the learning value for each and every participant. Content reflects today's leadership challenges, and anticipates the demands of the future, exploring connections among business, the arts, ecology, culture, and the practice of leadership.

Customized programs are crafted in collaboration with a core team from your organization. Designed to align with your mission, vision, values, and business goals, program development begins with analysis of what you have identified as your specific leadership development needs. Once your objectives and outcomes are confirmed, a detailed and responsive design phase begins, during which your team has the opportunity to review and modify the proposed program content, methodology, and duration to your satisfaction.

After initial program delivery, Leadership Development works with you to evaluate results to ensure continued program relevancy.

The Banff Centre brings unique expertise to your custom learning experience:

- More than five decades of knowledge and familiarity in developing Canada's leaders
- Innovative, relevant, experiential methodologies
- Applied research integrated into every learning module
- A deep pool of facilitators with broad, practical knowledge of the business world
- Dedicated space conducive to intensive learning
- Spectacular learning environment in the heart of the magnificent Canadian Rockies

Our custom clients include:

ATB Financial

Canadian Natural Resources Limited

Canadian Pacific Railway

The Colt Companies

CUSOURCE Credit Union Knowledge Network

EnCana Corporation

Farm Credit Canada

Manitoba Hydro

SaskPower

TransAlta Corporation

To discuss Leadership Development's customized programming work in more depth, please contact Elaine Broe, Custom Program Manager, at 403.762.6121 or by e-mail at elaine_broe@banffcentre.ca



“We have developed a strong partnership with The Banff Centre that has resulted in our successful Leadership Excellence program. Banff faculty and staff have been very responsive to our needs, our culture, and our strategy. ‘Graduates’ of our program come back energized and focused on their roles as leaders at EnCana.”

Vicki Reid, Team Lead,
Employee and Leadership Development, EnCana Corporation

“It’s a pleasure to work with The Banff Centre team. They are committed, and excited to be a partner with ATB Financial. The process is extremely easy, flexible, and very collaborative.”

Gaynor Levisky, ATB Learning Facilitator



“The fact that this is a credit union-only program is one of its greatest assets for us. We are such a unique and varied group across the country. This allows for some incredible networking opportunities. Credit unions are independent businesses, but when they come together in a setting like Banff they share concerns, challenges, and their vision of the future with other leaders in the system.”

Cheryl Byrne, Executive Director, CUSOURCE

“. . . more reflection, improved communication, a greater appreciation of people, more strategic thinking, increased focus on leadership skills.”

Nadine Johnson, Manager of Learning and Development,
Canadian Pacific Railway



“There is certainly a more common language and understanding about what we are trying to achieve as a company. Awareness of the importance of soft skills in leadership development has grown significantly.”

Linda Nightingale, Director, Human Resources,
The Colt Companies

“There seems to be consensus that the program was money well spent. Newer and/or younger managers seemed to gain a great deal from course content, while more seasoned managers and senior executives found more value in articulating and reinforcing corporate culture. In the end, though, most felt quite invigorated with new (or renewed) learning on leadership style, motivation, and strategic planning.”

Tim Reed, HR Manager, Canadian Natural Resources Limited