

PEEL LEARNING INSTITUTE E'UPDATE

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PLI UPDATE

Peel Learning Institute (PLI)

PLI is an initiative of the Peel Capacity Building Committee, a sub-group of the Peel Funders Consortium. The goal of Peel Learning Institute (PLI), once established, will be to strengthen the capacity and ensure the sustainability of non-profit agencies in Peel Region by enhancing the leadership skills of individuals at the forefront of human services.

PLI Vision: A strong, sustainable non profit human services sector in Peel.

PLI Mission: To cultivate, enhance and support the leadership of the non profit human services sector in Peel.

PLI Pilot Project

Peel Learning Institute is currently considering the pilot of a learning program designed to assess, enhance and develop the leadership and management skills of human services professionals in Peel.

We are reviewing a leadership program that is expected to provide learners with an opportunity to participate in the following activities:

1. **Assess your leadership/management skills using a 360 skills assessment tool.**
2. **Engage in one-on-one sessions with an Executive Coach.**
3. **Develop your Personal Learning Plan.**
4. **Enhance your skills by participating in a series of leadership/management workshops.**

Approximately 20 to 25 individuals representing a diverse cross section of the human services sector may be selected to participate in the pilot.

PLI is attempting to determine the level of interest in this leaning opportunity and would appreciate comments and suggestions from the community.

If you have a comment or are interested in receiving an update about PLI's program pilot please send an email to Valerie Timothy at peelllearninginstitute@unitedwaypeel.org. Include the phrase program pilot in the subject line.

LEADERSHIP CORNER

LESSONS/ISSUES/LINKAGES

In this section we focus on issues that affect the human services sector with emphasis on leadership related stories, reports, research, lessons and links.

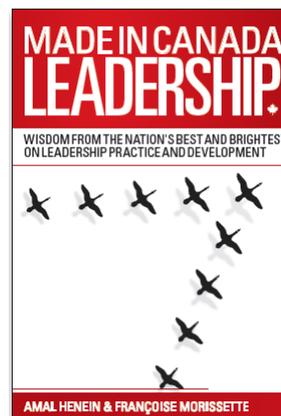
We invite Peel human services professionals to share your experiences by contributing your writing.

Made in Canada Leadership

The Leadership Gap

In recent years, much noise has been made in the media and elsewhere about a leadership “deficit”. As baby-boomers prepare to retire, this gap is bound to intensify. Everywhere, Canadians worry that the leadership supply simply cannot meet current and future demand.

To find solutions to this serious problem, my colleague Amal Henein, CHRP, and I conducted extensive research to answer three fundamental questions: What are the best ways to develop competent leaders? How to ensure Canada has a steady supply of capable leaders? How to strengthen Canadian leadership within and outside our borders?



National Leadership Strategy

Leadership matters and to accumulate an abundant reserve of capable leaders, a National Strategy is required, making leadership a priority, stressing the value of leadership excellence and the imperative of investing in this crucial resource. Such a strategy should include:

- **Leadership Education:** Leadership is almost invisible as a field of study. *“How come I didn’t learn anything about leadership until I was in the workplace? We need to focus on leadership development in early childhood and youth education.”* (Elizabeth Watson, Principal, Governance Advisory Services, Former Managing Director, Board Resourcing & Development, Office of the Premier, British Columbia) To equip people with useful frameworks and skills, we propose implementing leadership education at all levels, adapted to different age groups.

“Leadership cannot be taught, but it can be developed” said Ken Dobell, Former Deputy Minister, and Cabinet Secretary, Office of the Premier, British Columbia.) Therefore, students should be enticed to get involved in school or community projects. *“Leadership education should be mandatory in primary and secondary schools, and project driven. For instance, my daughter has to organize a blood drive in her school.”* (Isabelle Courville, President, Hydro-Québec TransÉnergie)

Through such projects, students would learn that as citizens, they have both rights and responsibilities.

The goal is to produce well rounded, Canada savvy leaders who are connected to the international context and willing to contribute to our country. If we start now, we might see significant results in 10-12 years. *“Start in the early days. Build a foundation of self-confidence. Give them opportunities*

to take on leadership roles at school while they grow. Support them through coaching and mentoring, so they can behave well in leadership roles. Above all, inspire them. People model themselves based on leaders they see.” (Janet Milne, Former Assistant Deputy Minister, Finance and Administration, Government of Canada)

- **Widespread Access to Mentoring:** Respondents selected mentoring as the most powerful leadership development method. Hence, if more individuals had access to mentoring, more leaders would emerge. Therefore, we propose expanding the scope and reach of mentoring programs and linking them to various communities. “If we focus on leadership development and allow people to realize their potential, it will provide young people the opportunities they deserve to serve.” (Dr. Alan Bernstein, O.C., FRSC, President, Canadian Institutes of Health Research)

Mentoring assumes having a pool of talented mentors. How can we identify leaders in the community? “Get prominent people to be in open dialogue with students; this will balance theory with experience.” (Philip Owen, Former Mayor, Vancouver, British Columbia) One solution is to tap into the mentoring potential of baby boomers looking for opportunities to give back. When established leaders reach out to younger ones, they will energize each other.

- **National Leadership Institute:** We need an umbrella organization to devise a national strategy and act as a catalyst for information sharing, education and resource development. “Set up a leadership institute connected to many organizations, in order to showcase how to develop leaders. Stimulate and demonstrate leadership. Make learning and leadership development opportunities more accessible.” (Glenna Carr, ICD.D, Corporate Board Director; Former Deputy Minister and Secretary, Management Board of Cabinet, Ontario)

This Institute would adopt the same philosophy as the Canadian military: “Leadership development is not part of what we do, it is what we do.” (Captain [N] Alan Okros, Professor; Former Director, Canadian Forces Leadership Institute, Royal Military College) In other words, leadership cannot be an afterthought; it must become a relentless pursuit, a national obsession, much like hockey.

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**If you would like to submit your writing for consideration
please contact Valerie @ 905-602-3636 or peelllearninginstitute@unitedwaypeel.org**



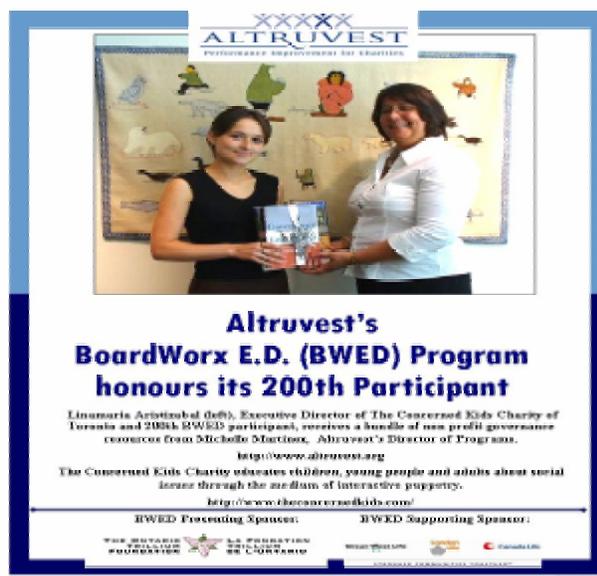
LEARNING INVENTORY

In each issue of the PLI E-Update we will highlight interesting learning opportunities related to leadership and the human services sector. Please click on the individual links for details



BoardWorx

BWED is an innovative, multifaceted approach to board governance learning; combining interactive classroom sessions, peer learning circles and mentoring to support senior leaders in working more effectively with their boards. BoardWorx will provide Executive Directors opportunities to address governance issues in a confidential setting with their peers.



Email: bwed@altruvest.org

Tel: 905-696-4990

Web: <http://www.altruvest.org/BoardworX/BWX-main.html>



Bridgestar

Bridgestar's monthly newsletter entitled *Leadership Matters*, addresses career and recruiting related themes.

Web: <https://www.bridgestar.org/Default.aspx>



Tamarack Newsletters: Subscribe to a series of online community based newsletters:

- *Engage:* community engagement
- *Eunoia:* resources for community engagement
- *Communities Collaborating:* archived collaboration resources
- *Living Community:* archived articles from Dr. Joseph Schaeffer

Web: <http://tamarackcommunity.ca/g1s4.php>

