ADVANCED LEADERSHIP TRANSFORMATION
Building Vision | Inspiring Change | Leading at Scale

Program Overview

Leading at scale requires more than expertise. It demands vision, alignment, and the ability to transform culture and systems simultaneously. The Advanced Leadership Transformation (ALT) program equips experienced leaders to lead at scale, inspire cultural transformation, and drive enterprise-level performance.

ALT provides a powerful blend of practical tools, proven methodologies, and high-level coaching that enables leaders to turn strategy into tangible, sustained results. Through this program, participants strengthen their ability to align vision, people, and systems, creating the conditions for lasting high performance across the organization. Each session is immersive and action-oriented, connecting learning directly to real-world challenges. By program completion, leaders have developed the skills, habits, and confidence to elevate their teams and position their organizations to compete and win in today's demanding business landscape, preparing them to navigate future complexity and position their organizations for long-term success.

Advanced Leadership Transformation qualifies for funding through the Canada Job Grant Program.

What Makes ALT Unique?

- Integrated Support – Company-appointed Mentor and Executive Sponsor ensure development goals align with organizational priorities and provide leader support.
- Developmental Frameworks – structured tools (CHIPS & DIP) that guide reflection, capture goals at program launch and translate learnings into actionable commitments post-program.
- Executive Insights – Facilitated by an experienced executive leader and enriched by guest senior executive(s) who share real-world leadership experiences and lessons.
- Peer Learning Community – Structured case studies and peer group exercises enable leaders to share challenges, best practices, and experiences across companies and industries.
- Sustainment beyond the program - one-on-one coaching from an experienced HPL coach and optional post-program structured check-ins provide ongoing accountability and support to embed new habits and sustain impact beyond the formal program.

Skill Development Focus

By the end of the program, leaders will:
- Master practical leadership skills to create and sustain high-performing cultures.
- Develop habits to lead intentionally, improve focus, and increase organizational impact.
- Apply tools to craft vision, strategy, change roadmaps, and mental models.
- Strengthen people development and high-performance team engagement skills.
- Build and sustain robust management systems that align with organizational goals.

Program Structure

ALT is delivered in three modules, each addressing a core leadership theme:

Module 1: Leading Through Change

☐ Fundamentals of the change curve and leading through transition
☐ Creating a vision and a mission for cultural transformation
☐ Building alignment and meaning through mental models
☐ Assessing and shaping organizational culture

Module 2: Leading Intentionally

☐ Leading with purpose and prioritizing high-impact actions
☐ Conducting effective Gemba (go, see, engage)
☐ The leader's role in problem-solving and decision-making
☐ Creating engaged, high-performing teams and no-fear environments
☐ Building alignment and accountability through visual management

Module 3: High-Performance Systems

☐ Understanding system fundamentals and the leader's role in building them
☐ Aligning people and processes for sustained performance
☐ Developing habits into culture through mechanisms and audits
☐ Reading systems and leading proactive improvement

Experiential Components

- Peer Community Breakout Sessions: Share challenges, benchmark best practices, and practice coaching with fellow leaders.
- Executive Guest Speaker Session: Gain real-world insights from an executive leader who shares their leadership journey and key lessons learned.
- Applied Project Plan: Implement a project with significant organizational impact, reinforcing skills and delivering measurable outcomes.

Integrated Support Framework

A defining feature of ALT is the comprehensive support system built into the program:

- CHIPS (Challenges, Highlights, Impact Potential, and Support) Document (pre-program): participant-completed document captures development context, challenges, and goals at program launch. Reviewed and endorsed by mentor and sponsor to create immediate alignment.
- Mentor Updates (during program): Summaries and discussion prompts provided by HPL to the mentor to deepen mentor–mentee engagement and relationship.
- Executive Sponsor Updates (during program): HPL provided status updates to keep senior leadership informed on participant engagement and progress.
- DIP (Development Implementation Plan) Document (post-program): participant-completed document translates learning into actionable commitments with measurable results.

Coaching and Post-Program Support

- Individual Coaching Calls: Three one-on-one sessions (up to 6 months post-program) with an HPL executive coach to support habit formation, answer questions, and guide continued application.
- Impact & Sustainment Check-In (Optional): Ongoing structured follow-up with HPL, mentor, and sponsor to ensure long-term leadership impact. See Appendix for more details.

Participant Profile

ALT is designed for current and emerging senior-level leaders with the ability to shape organizational culture, influence strategy, and build integrated management systems. Participants typically represent manufacturing, healthcare, service, distribution, government, and not-for-profit sectors.

Program Outcomes

Leaders completing ALT will:

- ✓ Lead at scale confidently across complex organizations
- ✓ Inspire cultural change and build engaged, high-performing teams
- ✓ Apply practical systems to sustain organizational excellence
- ✓ Deliver measurable business outcomes through applied projects
- ✓ Develop leadership habits that create lasting personal and organizational impact

Program Delivery and Schedule

The ALT program is delivered once per year in the fall, typically during November. The program is designed to provide a concentrated yet practical learning experience for senior leaders.

- Format: In-person delivery for maximum engagement and networking
- Schedule: Four full days, delivered in two blocks
  - o Two consecutive days in early November
  - o Two consecutive days in late November
- Location: Milton, Ontario
- Registration: Advance registration is required, as space is limited to ensure an interactive and high-impact learning environment. Registration closes in mid-October.

Contact

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Appendix: Impact and Sustainment Check-in

Impact & Sustainment Check-in Process

	Theme	Leaders	Mentor	Sponsor
30 Days	Post Program Impact- Moving Forward	• DIP Approved • Mentoring Plan • Support needs Method: Email	• Leader progress implementing 3 Key leanings (Projects) • Leader challenges • Confirm mentoring plan Method: Group Coaching	• Status/ progress of Leaders and Mentors Method: Email
60 Days	Progress & Habit Formation	• Project Progress and SMART goals report out • Mentoring effectiveness • Habit check Method: Virtual 1:1	• Application of Key Learnings • Additional training & development needs • Additional support needs • Mentoring–leader best practices Method: Email + Group Coaching	• Status of 60 day check-in • Request review project status • Advise on any additional support needs Method: Email

90 Days	Project Completion Impact & Reflection	• Project report out to cohort peers
		  ◦ Personal Reflection
		  ◦ Impact
		• Review 2 new projects for the next 90 days
		
		Method: Virtual Group Session
			• Leader's Growth and development
			• Challenges overcome
			• Organizational Impact
			
			Method: Virtual Group Coaching
				• Request to review completed project
				• Status from 90 day check-in
				• Advise on next steps
				  ◦ 2 new projects
				
				Method: Email

180 Days	Performance Sustainment	• Personal reflection • Project status • Experience feedback Method: Virtual Group Session	• Personal reflection on mentoring • Experience feedback Method: Group Coaching	• Request project report out • Status on 180 day check-in • Experience Feedback Method: Email