NextGen Digital Leaders Development Program

The NextGen Digital Leaders' program is designed for professionals who aspire to become digital executive leaders. This development program will provide participants with the skills and knowledge as well as an expanded network to lead digital transformation initiatives and teams, implement emerging technologies and align digital strategies with organizational objectives.

This program is designed for those looking to advance to and within the digital executive cadre. This includes (but is not limited to) Chief Information Officers, Chief Digital Officers, Chief Data Officers, Chief Transformation Officers, and/or Director General of Digital Transformation/Strategy in the Government of Canada. It is intended for EX equivalent and EX-01 to EX-03. Applications may also come from outside of the federal government.

Learning Outcomes:
- Develop self-awareness and identify personal areas of growth as a digital leader
- Build executive presence and business acumen
- Learn practical tools and techniques to lead and manage digital teams effectively
- Understand the challenges and opportunities of leading in a digital context
- Manage and implement digital transformation initiatives
- Learn from peers and exchange experiences and points of view
- Gain exposure to industry leaders and experts in digital leadership

Program Overview			
Lumina Leader	Kick off Session	1 day (9 to 1)	Virtual
Workshop 1	Evolving the Role of a Digital Leader	1 day (9 to 4)	In person
Workshop 2	Oral Briefings and Business Acumen	1 day (9 to 4)	In person - Held back-to-back with Workshop 1
Workshop 3	Being a Service Excellence Champion	1/2 day (9 to 12)	Bi modal
Workshop 4	Lifecycle of an Organizational Shift	1/2 day (9 to 12)	Bi modal
Workshop 5	Change Management	1 day (9 to 4)	Bi modal
Simulation Exercise	Digital Transformation Simulation	1/2 day per group (over 3-4 days) (9 to 12)	In person
Action Learning Circles	Small groups discuss practical work challenges (see suggested topics if necessary)	4 days – held in 1/2-day sessions	Virtual
Developmental Assignments	On the Job Learning Activities	4 – 6 days	On the job

Professional Practice Day - The evolving role of the CIO and Graduation	Participants interact with government leaders and CIO's	1/2 day (9 to 12)	In person
Coaching Sessions	Four 1-hour coaching sessions with a professional coach	4 one-hour sessions per participant	Virtual
Total Time Investment		17 – 20 days	

Prerequisites:
The instructor-led course below is a required prerequisite. You are expected to complete it at the earliest availability of the course. For participants outside of the Federal Government, an equivalent course will be accepted.

- Discover Digital for executives

In addition to the required course, it is highly recommended that you complete the courses in the below learning path.

- Learning Path: Discover Digital Leadership

Lumina Leader: Learn who you are as a leader, and how others see you. Using a range of psychometric tools and instruments to help learners gain insights into their personality, behavior, strengths, and potential blind spots.

Welcome orientation: Held prior to the start of Workshop 1, the welcome orientation consists of a walkthrough of the program activities, expectations, and outcomes.

Workshop 1: Evolving the role of the digital leader –During this workshop, you will take a closer look at leadership capabilities, including accountability, leading transformation, and vendor management.

Workshop 2: Oral Briefings and Business Acumen – Held back-to-back with workshop 1, this interactive workshop focuses on briefing senior management to help translate your organization's business needs into digital solutions that can be implemented.

Workshop 3: Being a service excellence champion – Consisting of an interactive panel, this workshop aims to equip participants with the necessary skills and competencies to cultivate a culture of service excellence within their organization and lead successful service delivery initiatives.

Workshop 4: The lifecycle of an organizational shift – Discover how to successfully drive change in your organization. Learn about key stages, challenges and factors affecting change.

Workshop 5: Change Management – In this workshop, participants will explore the significance of change in an organization and examine its effects on operational dynamics.

Simulation exercises: Held in person, participants present and defend an idea using a business case proposal before a mock executive committee. The primary objective of this exercise is on Executive Presence and the ability to speak to an audience of senior executives. The 3 to 4 half days of estimated effort includes idea formulation, preparation of a one-page briefing note, self-rehearsal and ½ day in a group presentation setting.

Action learning circles: A structured, facilitated experiential learning framework that supports learning and mentoring. Consisting of 4 half-day sessions, in a hybrid environment, each member of the group brings a workplace

challenge that they are currently dealing with. Group members ask exploratory questions to help expand perspectives, reflect, and identify new ways and approaches for the individual to move forward with their challenge.

Suggested topics include:
- Developing and agile strategy
- Building effective relationships to drive alignment
- Developing a culture of innovation
- Driving a digital transformation

Developmental assignments: On the job learning activities. Suggested topics and activities include:
- Building a digital portfolio
- Developing business acumen
- Shadowing/mentoring/networking
- Participate in TBS led initiatives (GC talent management program, mentorship program, Digital Leaders Summit)
- DPI activities

Professional practice and networking: Participants interact with government leaders and C-suite digital leaders from the private and public sector.

Coaching sessions: Four 1 hour one-on-one virtual coaching sessions with a professional coach. Coaches will leverage self-evaluations, as well as insights obtained from Lumina Leader.

Graduation: Graduation will be held in person. During the ceremony, attendees will be presented with a Certificate of Completion bearing the signatures of the Government of Canada CIO and the Executive Director of the Professional Development Institute at the University of Ottawa. Notable speeches will be delivered by representatives from the Government of Canada followed by a social gathering.

Attendance Policy: If a participant is unable to attend a session, they must inform the program director prior to the start of the session. Participants are allowed to miss one day/session throughout the program. If a session is missed, the participant is responsible for catching up and completing any material covered in the session. There will be an additional cost of $250 plus HST to the participant if coaches or instructor time is required. If a participant misses more than one session, they will not be eligible for the certificate of completion.

Estimated cost - $6500 per person
Tentative start date – October 21, 2023

For more information: icommunity-icollectivite@tbs-sct.gc.ca