

JANUARY 2027 COHORT

Emerging Leaders Lab

LEADERSHIP DEVELOPMENT BUILT DIFFERENTLY

Participant Overview

A four-month, practice-based experience for managers moving from doing the work themselves to enabling others to succeed.



From Doer → Enabler



You became a manager, and the work fundamentally changed.

You are no longer solely responsible for delivering tasks yourself—you are now responsible for creating the conditions for others to succeed.

Most managers are left to figure this out on their own.
You shouldn't have to.

The **Emerging Leaders Lab** is built around a simple idea: becoming a manager isn't just about learning new skills. It requires a shift in how you think, act and show up at work.

Rather than generic content or self-paced theory, the Lab gives you the opportunity to **practise leadership in the context of your real work**—through live labs, between-session experimentation, 1:1 coaching with an ICF-certified coach, and a cross-departmental cohort of federal public service managers.

Together, these create the space to **test new approaches, learn from what happens, and make the shift from Doer → Enabler**: from being the person who gets things done to the leader who enables others to succeed.



How it works

You won't just learn about leadership. You'll work on your leadership. In your context. Over time.

January 2027 Cohort dates:

Labs: Tuesdays 9:00-11:00 EST (virtual)

January 12-February 23, 2027

Integration week: March 1-5, 2027

Coaching: March-April, 2027

Community of Practice: May-December, 2027

CORE PROGRAM | JANUARY–APRIL 2027

01

APPLIED LEADERSHIP LABS

 7 weeks | weekly virtual
Labs | 2 hours

 Explore real leadership
challenges. Learn one shift.
Test one behaviour in
your work between
sessions.

02

SUPPORTED INTEGRATION

 1 week | guided self-paced
activity | approx. 2 hours

 Review your learning,
map your patterns, and
choose coaching priorities.

03

1:1 BEHAVIOURAL COACHING

 2 months | virtual weekly
or bi-weekly

 Work through delegation,
feedback, coaching, and
pressure in your actual
context.

04

COMMUNITY OF PRACTICE

 8 months after the core
program | 4 light check-ins

 Stay connected, reflect,
and keep learning with
managers across
departments.

Labs create movement. Integration makes sense of it. Coaching embeds it. Community sustains it.

From Question to Practice: The Core Curriculum

Six core management challenges turned into practical habits you will test, unpack, and strengthen over time.



From Doer → Enabler

How do I delegate the right work, at the right time, with enough clarity for real ownership?



Organizational & Cultural IQ

How do I map the official and unofficial organization — people, power, culture, and history — so I can lead more intentionally?



Boundaries & Saying No

How do I protect my team's time and priorities when everything feels important?



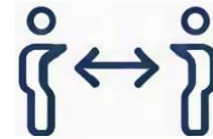
Leader as Coach

How do I help someone think through a problem instead of immediately giving them the answer?



Feedback & Difficult Conversations

How do I give feedback early, address tension directly, and hold accountability with care?



Beyond Motivation → Mattering

How do I create clarity, ownership, and a sense that people's contribution matters?

The work continues between the sessions.

You'll leave every lab with something practical to experiment with during the week.

During the labs you'll explore real leadership challenges & learn one shift or lever.

Between labs you'll try something. (Example: *Delegate 1 thing this week and resist the urge to take it back.*)

Back in the labs you'll reflect, unpack, and practise with others. Then you'll try again.



Not homework for homework's sake.

A supported way to build behaviour that holds under pressure.



What makes this Lab different?



Practice-based learning

Test new approaches in your real work, reflect on what happens, and refine your leadership practice as you go.



Learn with managers outside your immediate world

The lab brings together a small cross-departmental cohort of managers from across the public service.



Coaching to support your practice

Continue applying, testing and fine-tuning what you're learning in the context of your own team and leadership challenges — with the support of a coach.



Expertise in learning & public service leadership

Designed and delivered by someone with first-hand experience in public service management, learning and development, education and coaching.

Leadership can feel lonely

Is this for you?

Whether you've been managing for six months
or several years, the Lab meets you where you are.



You're relatively new to management

- You're still doing too much yourself because letting go feels risky.
- You want practical help with delegation, setting boundaries, giving feedback, and coaching.
- You're looking for a place to practise, not just listen.



You've been managing for a while

- You learned by doing and never had meaningful leadership development.
- You want to read the organization more clearly and lead through others with more intention.
- You're ready to test new behaviours and challenge familiar patterns.



You do not need to be struggling to benefit.

You need to be ready to examine, experiment, and strengthen how you lead.

Investment & Funding

January 2027 Cross-Departmental Public Service Cohort

Investment

\$3,850 CAD + applicable tax
per participant

\$7,000 CAD + applicable tax
for two participants from the same department

The investment includes:

- 7 interactive virtual labs
- Individual coaching for two months
- Integration activities
- Community of Practice through the remainder of 2027

Funding through departmental learning and development

Managers can explore whether participation can be supported through their learning and development plan or their department's available learning budget. Funding processes vary by department.

Making the case for participation

A **L&D Funding Request Template** is available to help participants outline the program's relevance to their role, the skills they will develop, and the organizational value of the investment.

[Download L&D Funding Request Template](#)

What you'll be able to do differently

You will leave with practical ways to lead through others, not simply work harder yourself.

- ✓ Delegate and enable rather than defaulting to doing
- ✓ Protect priorities amid competing demands
- ✓ Read organizational and cultural dynamics
- ✓ Build relationships and influence across boundaries
- ✓ Coach with questions, listening, and feedback
- ✓ Create clarity, ownership, and meaningful contribution

Notice. Experiment. Reflect. Adapt.

That's how leadership practice changes.

January 2027 Cohort

Make time for the leadership shift you are already living.



Interested in participating or learning more? [Click here](#) or scan the QR code.



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