



Executive Centre

COACHING AND EXPERTISE

Strengthen your organizational skills efficiently,
practically & affordably

The John Molson Executive Centre (JMEC) fosters talent development through a unique blend of coaching, experiential training and social e-learning in order to anchor leadership skills in a cost-effective way.

In today's tough economic climate, success depends on your ability to constantly develop the talent of your personnel, whether they're single contributors, first-time team leaders, middle-managers, senior directors, or leadership teams.

Equipping your people with the right balance of skills and behaviours to achieve their specific goals is not simple with conventional development techniques like classroom-based training (where 80% of learning is lost within weeks). In fact, novel approaches to talent development are essential if organisations are to be effective at transferring new behaviours into the workplace and making best use of their L&D budget.

JMEC brings a unique approach to talent development by blending assessments (individual, psychometric and 360 feedback tools), individual coaching, onsite workshops and online support. Our goal is to produce a lasting impact on your people and organisation at a price that is typically less than what a week-long training course would cost.

If you're looking for a more efficient approach to help strengthen your talent pipeline, enhance employee engagement, boost the performance of your workforce, improve the skills of your managers, or optimise your training investments, then JMEC is the answer.

concordia.ca/jmsb/executive-education/coaching-expertise

Talent development approach

JMEC has blended some of today's most effective instructional tools and techniques into a novel talent development solution, and applied this innovative approach to common organisational issues (like helping new managers transition successfully into their new role). The result is a series of blended programs focused on the specific developmental challenges of the target audience. The unique characteristics of our leadership development programs are:

- **Experiential learning** – Studies demonstrate that some of the most effective methods of developing capabilities and retaining them revolve around “guided experiences”. In other words, people learn best when they can: 1. Reflect on newly learnt concepts and skills, 2. Practice what they've learnt by testing new behaviours and attitudes in a realistic setting, and 3. Regularly discuss their learning experiences with a coach and peers.
- **Individual and team assessments** – We use a variety of industry-leading questionnaires, psychometric instruments and 360 assessments to understand critical aspects such as character strengths, learning styles, leadership competencies, team climate and strengths, sales capabilities, etc.
- **Personalised development plan** – Every program establishes and focuses on the participant's unique development priorities (as derived from the crucial information gathered through the various assessments and feedback surveys).
- **Private individual coaching** – Personalised phone-based coaching sessions are conducted every two to four weeks and are supplemented with ongoing web-based coaching interactions (via the participant's development journal).
- **Online support** – Every program is enhanced through the use of our secure feature-rich “eCoaching + Collaborative Learning Platform” which includes a virtual library of instructional content (articles, job aids, ebooks, videos, and eLearning modules), and knowledge sharing and networking opportunities with like-minded professionals (via the forums and blogs).
- **Online training and onsite workshops** – Some programs include online or on-site training as a means of reviewing important fundamental concepts.
- **Duration** – Our development programs can last anywhere between four and 12 months, allowing adequate time for the experiential learning process to be effective and for behavioural changes to crystallise.

Overview of development programs

| | Frontline Manager | Middle Manager | Senior Leader |
|------------------------------|-------------------|----------------|---------------|
| Onboarding Survey | ✓ | ✓ | ✓ |
| Psychometric Evaluation | ✓ | ✓ | ✓ |
| 360 Leadership Assessment | ✓ | ✓ | ✓ |
| Personal Development Plan | ✓ | ✓ | ✓ |
| Program Report | ✓ | ✓ | ✓ |
| Collaborative Platform | ✓ | ✓ | ✓ |
| Individual Coaching Sessions | 7 | 9 | 11 |
| Program Duration | 4-8 months | 6-10 months | 8-12 months |
| Program Price | \$3,450 | \$3,950 | \$4,450 |

Options

Based on the context, our programs may be customised to include additional coaching sessions, onsite workshops, advisory services, and/or focus on different target audiences such as individual contributors, sales professionals, leadership teams, etc.