



# The Executive IT Leader Program

*Your evolution to Enterprise Leadership*

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***October 23 to November 15, 2024***

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The time is now. Are you ready to transform your career from functional leadership to enterprise leadership? To elevate your thinking from technical and functional leadership to enterprise governance? To make every decision with confidence?

Over the course of the program, our team of skilled and experienced mentors will engage you in a powerful and topical online learning program. They share experiences that highlight their own learnings as they answer the question – “If I knew then what I know now, what difference would it have made in my career?”.

Designed to be rich in real-world content, using fresh and interactive learning methods, the program also features valuable personal networking and peer-to-peer learning for which Leaders Beyond™ is known.

## ***Who Should Attend?***

You will gain the greatest benefits from this program if you are a **new executive or on the executive track** who:

- Seeks to expand knowledge and understanding of the “business side of the house”.
- In a smaller organization, is the CIO or Executive IT Leader.
- In a larger organization, is a Director or Division IT Leader.
- Is facing a pivotal change in the workplace.
- Sponsors technology projects in partnership with senior business leaders.
- Holds direct financial responsibility and accountability for delivering technology solutions.

## ***Why Attend?***

Organizations must constantly adapt and adopt technologies that will improve business outcomes. Technology leaders can no longer be only implementers and managers of technology – they must participate in shaping the business strategies that define success. They must lead the digital strategy in the organization.

In the Executive IT Leader Program, you will explore the executive perspective and improve your knowledge of enterprise strategy and compliance, enterprise risk management, and digital transformation and modernization, all with a lens to improving business outcomes. At the core of any organization is its people, and you will build greater understanding of organizational design and leading change in the digital age.

Our limited class size creates a distinctive online experience as the faculty and students have opportunities to engage with and learn from each other through our dynamic mentoring model. You will create lasting business relationships that will support and carry you on your leadership journey.

In these highly interactive online sessions and scheduled group work you will:

- Engage directly with successful senior IT and business executives and thought leaders.
- Take charge of your own leadership effectiveness with a personal leadership development plan.
- Challenge, develop and practice your analysis, influence and decision-making skills in a business context.
- Master the challenges of multi-level teamwork and changes in real-world simulations.
- Develop, commit to, and monitor measurable and immediately actionable goals.

## ***Program Format***

Our eight online sessions are delivered interactively over a period of four weeks. Each session is approximately three and a half hours long. Participants will complete assignments on their own and in small groups at various points shortly before and during the program. The program features a major case study, worked both individually and in a group setting on the final program day (with extended hours). Graduates receive confidential feedback and a certificate upon completion.

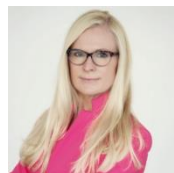
## **Faculty**

Business executives, professional educators, CIOs, consultants and business strategists. The Leaders Beyond™ faculty comes from all aspects of business and the public sector. Using a curriculum that has evolved over multiple decades of leadership training experience, their proven approach to education features a high degree of teacher/student mentorship and extensive use of case study analysis.



**Eugene Roman, MBA, CMA, ICD**  
***Award Winning CIO, Strategic Advisor, Board Member***

Eugene started his career in telecommunications and has worked for Nortel Networks Corporation, Bell Canada Enterprises Inc., and Open Text Corporation. In progressively senior technology and business roles in Canada, the U.S. and the U.K., Eugene was responsible for integrating critical technology and business processes to better deliver innovative programs and led efforts to deliver current and ‘next generation’ services. An award-winning CIO, he now advises senior leaders in digital technology/transformation via Design Ai Ltd, a tech advisory company. Eugene is a frequent speaker on “The Future of Digital”, is a faculty advisor in AI/Analytics/Tech at the Schulich Business School, York University, and a board member at Epam Ltd, Community Trust Co Ltd, Lakeland Holdings and York University.



**Dr. Jennifer Card, Psy.D, MSc., PCC**  
***C-entre Co-Founder, Organizational Psychologist and Executive Coach***

Jennifer is an organizational psychologist, leadership consultant, PCC accredited executive coach with the ICF, author, and researcher. Jennifer holds a doctorate in Organizational Leadership Psychology, a Master of Science degree in Applied Positive Psychology and Coaching Psychology, and a postgraduate diploma in Management Studies. Jennifer has also earned a certificate in cognitive behavior therapy (CBT) and is certified as a Birkman Psychometric Assessment Practitioner. She co-founded the Canadian Workplace Wellbeing Awards.



**Dr. James L. Norrie, DPM, LL.M**  
***Professor of Strategy & Cybersecurity, former Founding Dean of the Graham School of Business, York College Pennsylvania; Managing Partner, e-Venture Consulting, Inc.; CEO and Founder, cyberconIQ Inc.***

James is the Founder and CEO of cyberconIQ, a firm committed to changing the global cybersecurity conversation from fear to hope. Internationally known, his areas of research interest delve into the intersection of society and technology and the clash this can create. The author of six books and multiple journal articles, James is a sought-after expert, frequent media commentator and national newspaper op-ed guest writer. He conducts, presents and publishes industry-related research and consults globally to prominent companies concerning

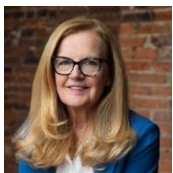
cybersecurity, information privacy and security, and economic crime detection and prevention methods.



**Paul Bellack**

*Principal, PB Advisory; Former (Retired) CIO, Magna International Inc.; Strategic IT Consulting / Executive Advisor & Coach*

Paul is recognized as a pragmatic, insightful leader and critical thinker offering a unique and compelling blend of experience as a “Big 4” Management Consultant and industry CIO, with a multi-decade track record of technology-based transformational change in multiple organizations. He was named as a Top 10 CIO in 2022. His specialties include advising CIOs and CISOs in major companies on their transformation journeys, strategic technology roadmaps, IT Strategies, Operating Models and Organizational Structures.



**Alexandra Federucci, MA, ICD.D**

*Executive Adviser/Consultant – Talent/Culture/Transformation/Organizational Effectiveness*

Alex is an internationally experienced executive with over 35 years of experience in the energy and utilities sector. Her professional career spans senior leadership positions in IT, Human Resources and Business Process Integration with expertise in leading global teams across North America, Europe and SE Asia. Her expertise and experience in pre-and post-acquisition functional integration, strategic change management, and corporate transformations is both broad and deep. Alex holds a Director’s designation (ICD.D) from the Institute of Corporate Directors. She currently serves on two NFP boards as well as on the Alberta Electric System Operator (AESO) board.



**Edmond Mellina**

*President, ORCHANGO; former CIO, Delta Hotels*

Edmond is internationally respected for his expertise in nimble change leadership and culture change. For the past 30 years, he has been executing strategic transformations and building agile capabilities across sectors in Europe, North America and the Middle East. He is a former corporate transformation executive in drastically changing sectors: CIO at Delta Hotels when Expedia disrupted the hotel business; and VP Corporate Development & General Manager USA for the technology business of Envoy Communication Group when design and marketing agencies started to become digital. Edmond gets powerful messages across with his highly dynamic speaking style and engaging stories.

## ***Program Outline (all sessions run from 11:30 a.m. to 3:00 p.m. ET\*)***

### **Session 1: Wednesday, October 23, 2024**

#### **Executive Leadership / Dr. James Norrie and Dr. Jennifer Card**

Leadership is a way-of-being; leaders today are required to think critically and lead strategically under pressure, all while engaging with softer people-skills. Showing up as one's Best Self as a leader today requires the 'softer-skills' of self-awareness, empathy, a positive attitude, conscious communication, deep listening, emotional intelligence, vulnerability, an executive presence, and a confident composure (equanimity). In this session, you will be guided in:

- How to shift to a leader-mindset and away from a manager-mindset.
- How to cultivate a more executive presence using body language and active listening.
- How to quiet the inner-critic and sense of imposter syndrome at the executive level.
- How to constructively engage in conflict and feedback.
- Ultimately; how to develop equanimity as a leader (keep calm and carry on).

### **Session 2: Friday, October 25, 2024**

#### **Enterprise Strategy and Compliance / Dr. James Norrie**

Strategy is often misunderstood as a planning process rather than as a critical analysis of industry rivalry, competitive position and relative performance. In this session, you will:

- Explore the context of modern strategy formulation.
- Assess strategy versus planning and analysis.
- Absorb the value of potential strategic frameworks.
- Embrace comprehensive strategy to include enterprise-wide planning, compliance, project planning, budget and resource allocation processes.

### **Session 3: Wednesday, October 30, 2024**

#### **Leading with Design Thinking /Eugene Roman**

Too often, business leaders jump to delivering outcomes without thinking through design choices. Or even asking the "What if?" question at all. Designing for outcomes helps shift and expand our thinking. The art and science of design thinking helps leaders to eliminate biases and consider possibilities, ensuring that leaders effectively guide the design of solutions to maximize both short and long-term gains. In this session, you will:

- Learn to frame and re-frame issues in order to develop innovative and effective solutions that address the needs of end-users.
- Understand and practice the tools of design thinking.

## **Session 4: Friday, November 1, 2024**

### **Enterprise Risk Management / Dr. James Norrie**

In this practical session, you will understand and begin to apply best practices for enterprise risk management to meet modern regulatory standards including:

- A comprehensive risk identification method to assess all known risks and their severity to create a balanced Risk Register.
- Determining who has ultimate risk authority in an organization;
- Understanding ERM as a derivative of strategy and compliance, because all enterprise risks must be accepted, mitigated or transferred. These are enterprise choices.
- Addressing emerging comprehensive risks, such as cybersecurity, as organizational and not technical risks.

## **Session 5: Wednesday, November 6, 2024**

### **Digital Transformation and the Modern CIO's Role / Paul Bellack**

Digital Transformations are often the strategic goal of today's organizations, but do we truly understand what that means? What is a transformation and what makes it digital? What are the great Digital Transformations and what can we learn from them? And what is the role of the modern CIO in transformations? In this session, you will:

- Understand the key concepts behind Digital Transformations and what makes them successful.
- Understand your current and prospective roles in Digital Transformation and how an emerging Executive IT Leader can optimize their contributions.

## **Session 6: Friday, November 8, 2024**

### **Engaging with Boards, Cabinets and Councils / Alexandra Federucci**

Whether a corporate board, the political leadership in government, or an administrative board in education, understanding their role and relationship to the rest of the organization is crucial to your executive success. What is the line between oversight and management? In this session, you will:

- Understand the purpose and role of a board and its members.
- Explore the connection between board oversight and organizational strategy.
- Learn practical approaches to creating productive relationships with board members, and managing uncomfortable situations.

## Session 7: Wednesday, November 13, 2024

### Nimble Change Leadership for Executives / Edmond Mellina

In our increasingly digital world, corporate transformation has become a top business imperative across sectors. To succeed with the challenge, it is essential to work on *three tightly integrated thrusts*: Strategic/business planning & execution; Leadership & change capability building; and Culture change – which is the thrust around which everything else evolves. In this session, you will:

- Understand what it takes to transform an organization with nimbleness in the new normal.
- Identify gaps in the ways your organization currently works on transforming itself strategically.
- Activate powerful levers for culture change available to senior executives.
- Recognize the Top-5 symptoms of sluggish decision-making, and assess which ones are currently at play in your business.
- Uncover the best decision-making model to drive agility.
- Learn a proven strategy to develop nimble decision-making capabilities throughout the business while making actual decisions.

## Session 8: Friday, November 15, 2024

### Final Case Study Presentations

You and your team will deliver your solution to a mock Board of Directors who will adjudicate your presentation. This session provides you with opportunities to integrate, practice and demonstrate the insights you have gained in the program. This final session will run for 5 hours (3 hours preparation and 2 hours for all groups to present).

*\*Course times are subject to change. Should we need to adjust timing, we'll notify you in advance.*



For more information contact: [barry.clavir@leadersbeyond.com](mailto:barry.clavir@leadersbeyond.com)