Custom Leadership Development
Build a program to meet your needs

Rotman’s custom programs directly address the unique challenges, opportunities and structure of your organization. For companies looking to achieve organization-specific objectives, Rotman offers customized and flexible course design, teaching format and location to ensure direct relevancy and entrench best practices.

Our mission for each custom engagement – whether a one-day workshop or a 10 day program – is to create an experience that enables individuals to adopt new management and leadership tools to elevate their effectiveness and drive results.

We know that understanding your current capability requirements, organizational culture and stakeholders’ needs is critical to developing the optimal program. We work with both subject matter and industry experts to ensure the instructional design aligns with your business needs.

The Rotman Difference
• Highly collaborative and attuned to your organization’s needs
• Program content that combines subject matter and industry expertise
• Ability to leverage Rotman’s deep industry connections to create a rich learning experience for participants
• Unique problem-solving frameworks that provide a structured approach to complex, non-linear business dilemmas

The Starting Point
We have an extensive existing roster of programs that can be modified and tailored to address your unique organizational needs.

Professional Development
• Executive Leadership Development Program
• Senior Management Program
• Leading Strategic Change

Targeted Training
• Data Literacy Program
• Playing to Win: How Strategy Really Works
• Business Leadership for Finance Executives
• Innovation through Integrative Thinking™ and Business Design™
• Mindful Leadership
• Negotiation and Influence

Organizational
• Strategy
• Innovation
• Change management
• Collaboration
• Decision-making
• Risk management
• Data literacy

Individual
• Leadership
• Management
• Decision-making
• Mindfulness and resilience
• Coaching
• Team-building
• Communication

The partnership and co-development of our Advanced Leadership Program has been incredibly powerful in building the leadership capabilities of over 300 leaders and helping to accelerate our customer-focused strategy.”

VICE PRESIDENT, HUMAN RESOURCES
in Financial Services

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**Needs Assessment**

Rotman’s approach to needs assessment is simple – we listen, understand and get to know your organization. The needs assessment process varies in length and format. We work with organizations that have developed a thorough plan for leadership training and are looking for content unique to Rotman (e.g. model-based problem-solving, Integrative Thinking and Business Design). We also partner with organizations at earlier stages, helping create a blueprint for leadership development that will cascade through the organization.

**Program Format**

Knowing the program objective informs the program format. The intensive and modular formats illustrated below provide a guideline for program design.

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**INTENSIVE FORMAT**

**Objective:** Establish common language and team-building

**Key Features:**
- Focused project work using new framework/tool
- Embedded team-building/networking exercises

**MODULAR FORMAT**

**Objective:** Drive individual behaviour change

**Key Features:**
- Personal development planning
- Structure to guide/facilitate practice, reflection, change

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For more information on customized learning and to discuss your organization’s specific needs, please contact us.

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Apply Online: [www.rotmanexecutive.com/customizedlearning](http://www.rotmanexecutive.com/customizedlearning)