

OXFORD COUNTY

# Leadership Development Pathway



## Champions

 4-6 participants per year

### External Leadership Program

Participants from:

Extended Leadership Team



Senior Leadership Team

## Leaders

One year program

 20-25 participants per year

### Leadership Development Program

Participants from: Extended Leadership Team

- Strengths assessment and workshop
- Self-paced online modules
- Peer-based workshops and practice
- Action plans
- Stretch project

▶ Leadership fundamentals

COMING SOON

## Emerging Leaders

Two year program

 20-25 participants per year

### Emerging Leader Program

#### YEAR 1

- Strengths assessment and workshop
- Self-paced online modules
- Peer-based workshops and practice
- Action plans
- Coaching conversations

#### YEAR 2

- Self-paced online modules
- Peer-based workshops and practice
- Action plans
- Peer mentorship
- Coaching conversations
- Stretch project

## Learning & development for all staff

- Employee Development Workshops: Oxford Grows
- Competency Framework

- Performance Development Check-in Tool
- Individual Development Plan

▶ Apply to the Emerging Leader Program

