



# Emerging Leader Program (ELP)

2 year program

20-25 participants per year



*The Emerging Leader Program (ELP) is the development program for Oxford County's aspiring leaders. The goal is to help you build leadership skills alongside your cohort to position yourself to be a successful candidate for future leadership opportunities.*

The Emerging Leader Program is a two-year program for emerging leaders at Oxford County. It kicks off with a welcome and orientation event that includes a strengths assessment and workshop. Participants will then gain access to self-paced, virtual modules, accompanied by in-person Leadership Cafes, to discuss topics together, learn and practice skills with peers, all supported by interactive tools and resources to track goals and measure progress. Year two will provide opportunities for peer-based mentorship and coaching experiences, as well as a stretch project to apply learnings on the job.

## What to Expect

- An investment in your development at Oxford County (not a guaranteed promotion)
- Resources, support, and an opportunity to discuss and practice the skills you learn with peers
- A culture of ownership; you own your development and plan and can lean on your peers, leader, and Learning & Development Specialist for support when needed
- Regular feedback from peers, leaders; you are encouraged to ask for it!
- A time commitment of approximately 5-6 hours each quarter for independent learning and interactive sessions with your cohort
- Learning topics aligned to the competency framework and geared to qualities of leaders that we value at Oxford County

## Your commitment

- February launch event | **3 hours**
- Ten self-paced, online modules | **1-2 hours each**
- Ten Leadership Cafes with your cohort | **1.5 hours each**
- Ten action plans associated with each module | **1 hour**

For more information, please visit

[www.oxfordcounty.ca/oxfordleads](http://www.oxfordcounty.ca/oxfordleads)

