



# Leadership Development Program (LDP)

1 year program

20-25 participants per year



*The Leadership Development Program (LDP) is for Oxford County's leaders. The goal is to help you to continue building and refining your leadership skills to better support yourself and your team as well as position yourself to be a successful candidate for future leadership roles.*

The Leadership Development Program is a one-year program for current leaders at Oxford County. It kicks off with a welcome and orientation event that includes a strengths assessment and workshop. Leaders will then gain access to self-paced, virtual modules, accompanied by in-person Leadership Cafes, to discuss leadership topics, learn and practice skills with peers, all supported by interactive tools and resources to track goals and measure progress. The program will wrap up with a stretch project to apply learnings back 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 are learning 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 4-5 hours each quarter for independent learning and interactive sessions with your cohort
- Learning topics aligned to the competency framework and selected based on the greatest development needs within our extended leadership team

## Your commitment

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

For more information, please visit  
[www.oxfordcounty.ca/oxfordleads](http://www.oxfordcounty.ca/oxfordleads)