Appendix Two - Mandatory Leadership Training

PURPOSE:

- The City's Senior Management Team endorsed Mandatory Leadership Training to:
    - Provide leaders the opportunity to develop required leadership competencies.
    - Align with the most critical competencies required by City leaders.
    - Support succession planning and active performance management.
    - Align with the City's Human Resources People Plan.

TRAINING:
Mandatory Leadership Training represents a total of 13 ½ days and consists of the following seven (7) courses offered through the Employee Development Branch:

- Foundations of Supervisory Development – 3 days
    - Provides an overview of the fundamental roles and responsibilities of a supervisor in the City of Winnipeg.

- Workplace Leader – 5 days
    - Explores the fundamentals and principles of leadership, including the role and actions of a leader, communication, training and employee performance.

- Safety Responsibilities for Supervisors – 1 day
    - Provides supervisors with knowledge of their responsibilities under the Workplace Safety & Health Act and Regulation.

- Respectful Workplace Awareness – ½ day
    - Discusses roles, rights and responsibilities in creating and maintaining a respectful workplace.

- Diversity in the Workplace - The Role of the Supervisor – 1 day
    - Provides participants with an opportunity to assess workplace needs to manage diversity.

- Coaching for Performance – 1 day
    - Provides instruction on clarifying work requirements, communicating goals / priorities, and providing verbal and written feedback to effectively coach your team to success.

- Indigenous - Chi Ki Ken Da Mun – 2 days **NEW**
    - Builds awareness and understanding of Indigenous people through discussions, stories, videos and participation in a cultural ceremony with Elders and cultural teachers from the Indigenous community.