

OPTIMAL PERFORMANCE

Ontario, B.C. CA Institutes develop innovative program

By ROBERT GAGNON

Leading for Optimal Performance — a cutting-edge course developed for top professionals — offers the latest strategies and techniques for increasing employee and organizational effectiveness while driving personal and corporate change.

This innovative new program was developed in partnership by the Institutes of Chartered Accountants of Ontario and British Columbia. When launched in the fall of 2006, Leading for Optimal Performance will transform and enhance the career paths of its target audience: chief financial officers, chief operating officers, vice-presidents, senior controllers and senior managers seeking effective business solutions.

According to Susan Gimblett, director of professional development at the Ontario Institute: “There are a wide range of business training options available, but *Leading for Optimal Performance* has been developed to deliver greater value to executives who want proven best-practice strategies that allow them to manage change, conflict and innovation, while optimizing the performance of their teams, resources and overall organization.

“We teamed with the B.C. Institute because we wanted to come up with a joint program that addresses the continuous business learning needs of senior leaders who are at or looking to join the highest levels of business.”

Leading for Optimal Performance promises to help participants:

- explore, acquire and refine personal and organizational skills;
- develop a powerful negotiating presence;
- understand how people and organizations respond to change, how to overcome resistance and build high performance teams;
- define and implement ways to create a culture that nurtures creativity and innovation;
- adopt and adapt best practices performance measurement tools;
- learn techniques for identifying your organization’s competitive weaknesses and strengths and identify strategies for enhancing productivity and performance;
- build a culture of accountability;
- link tactical action plans to an organization’s overall strategic direction;
- become the “go-to person” for designing practical and innovative business solutions; and
- identify, evaluate and select profitable business opportunities while managing risk.

The week-long sessions are intense, beginning on Sunday evening and continuing until Friday afternoon to give participants willing to make the time commitment a focused and comprehensive curriculum.

To ensure the course’s ambitious goals are met, outstanding faculty have been recruited for *Leading for Optimal Performance*, including Dr. Jim Murray and Dr. Vijay Jog.

Dr. Murray is CEO of Optimal Solutions International, a firm that specializes in helping people and organizations achieve their full potential. He is a best-selling author, a highly regarded change agent with an enviable track record of accomplishments, and has provided strategic counsel to over 600 organizations during his career. He is currently training Canadian soldiers in negotiation techniques for use in Afghanistan and other hot spots.

Dr. Jog is founder and president of Corporate Renaissance Group and a professor of finance at Carleton University. He is a leading authority in shareholder value creation, activity-based costing and management, and organizational performance improvement. Vijay has been published extensively in national and international journals. He consults extensively with government and private sector organizations around the world and has received numerous awards for his research and publications, including the prestigious *National Post* “Leaders in Management Education” award for Ontario.

“Chartered accountants have been at the vanguard of leadership training for financial professionals for many years,” said Gimblett “*Leading for Optimal Performance* builds on that experience to provide executives with the tools to handle both the increasing complexities of everyday demands and the moments of crisis when effective leadership is crucial to success.”

The first two sessions of *Leading for Optimal Performance* are running this fall:

- September 17-22 at The Westin Resort & Spa, Whistler, British Columbia; and
- October 22-27 at White Oaks Resort & Spa, Niagara-on-the-Lake, Ontario.

Information about the sessions can be found at the Ontario and B.C. Institute’s websites under ‘professional development’.

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