

# WILL ACADEMY LEADERSHIP PROGRAM

## Application Package

Women in Law Leadership is a Canada Not-for-Profit Corporation dedicated to celebrating and advancing women in the law through recognition and education. Its roots date back to 2009 with the creation of the WILL Awards, co-founded by The Counsel Network and the Association of Women Lawyers. Since then, the organization has expanded the WILL Awards across the country.

Women in Law Leadership, in partnership with the University of Calgary Faculty of Law and the Law Society of Alberta, and expanding to Edmonton with the support of the University of Alberta Faculty of Law, is pleased to present a leadership education program for women lawyers.

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*Program Mission: To provide women in law with the knowledge, skills, and networks necessary to thrive personally and professionally throughout their career*

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*Program Vision: To accelerate equity, diversity, and inclusion in the legal industry and empower women in law to lead from every seat and at every stage of their career*

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LAW SOCIETY  
of ALBERTA



UNIVERSITY OF CALGARY  
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# PROGRAM INFORMATION

## PROGRAM OUTLINE

Personal Leadership	Business-focused Leadership Skills	Team Leadership	Communication and Collaboration Skills	Networking and Connection
Define and activate a personal leadership vision	Discover how to approach business and leadership challenges strategically	Learn how to build and lead a more effective and inclusive team	Communicate and collaborate more effectively with others	Invest in developing a professional network
<ul style="list-style-type: none"> <li>Explore barriers and opportunities for women in law leadership</li> <li>Define their own leadership vision</li> <li>Discover the key personal elements of emotional intelligence</li> <li>Learn tips for (and practice) self-care and building resilience</li> <li>Engage in intentional, personal reflection</li> <li>Connect with a trained coach</li> </ul>	<ul style="list-style-type: none"> <li>Explore frameworks and models for approaching challenges</li> <li>Define and articulate a business or leadership problem or opportunity</li> <li>Take a stakeholder-centric approach to defining value</li> <li>Develop or select practical performance metrics</li> <li>Explore how to address systemic challenges</li> <li>Identify strategies and resources to activate an action plan</li> </ul>	<ul style="list-style-type: none"> <li>Learn the key elements of building and leading an effective team</li> <li>Discover the key social elements of emotional intelligence</li> <li>Achieve consensus on group protocols</li> <li>Practice building empathy among collaborators</li> <li>Discuss and define a common understanding of inclusion</li> <li>Learn ways to counteract unconscious bias and foster a more inclusive climate</li> </ul>	<ul style="list-style-type: none"> <li>Work with others to address challenges and overcome obstacles</li> <li>Role play conflict management techniques</li> <li>Practice delivering tough messages</li> <li>Present an action plan to a group</li> <li>Give and receive feedback</li> <li>Gain exposure to various meeting and sharing formats</li> </ul>	<ul style="list-style-type: none"> <li>Spend quality time with more than two dozen women who are leaders or aspiring leaders in the legal community</li> <li>Learn tips for better conversations and building a network</li> <li>Develop a plan to foster and sustain their network</li> </ul>
Final Project and Presentation				
Work completed over the course of the program culminates in a final project in which participants develop an action plan for a personal leadership challenge. The action plan includes a clearly defined (and meaningful) challenge, potential strategies that go to root causes, a list of steps and resources required to implement these strategies, and metrics for success. Participants present their action plans in a small group session, giving and receiving feedback.				

## FACULTY

### LEAD INSTRUCTORS:

Kyla Sandwith is a lawyer turned legal operations consultant. She is the founder of De Novo Inc. and helps clients streamline their operations for better financial results, and happier lawyers, team members, and clients. Kyla is also passionate about developing the next generation of professionals and teaches Leadership for Lawyers at the University of Calgary Faculty of Law. Her course approaches leadership as a lifelong journey and focuses on active development of the foundational skills that support good leadership over the long term. Kyla received her LL.B from the University of Alberta in 2000, and her Masters Degree in Law Firm Management from the George Washington University in 2014. Kyla is a fellow of the College of Law Practice Management.

Dr. Nadia Delanoy is an Adjunct Assistant Professor and Project Manager at the University of Calgary, Werklund School of Education; she teaches across graduate and bachelor studies. After completing her MBA she started a consulting company in 2006, focusing on change leadership in the areas of IT/ET, strategy development and implementation, as well as professional learning and educational program development. Nadia plays a key leadership role as President of the Walden Fulbright Board which focuses on national and international advocacy with initiatives that include educational development in Haiti and bilateral supports for veterans across Canada and the United States. Dr. Delanoy's career straddles education, business, and IT with her research areas spanning big data and social media analytics for agile and innovative business practices, leadership development, assessment, and literacy interventions.

### COACH IN RESIDENCE:

Amy Binder is a lawyer turned certified executive coach. She has worked as legal counsel for the Alberta Court of Appeal and for a global law firm as Legal Talent Director and Engagement Strategy & Culture Director. Amy has a Masters in Legal Education and her areas of expertise include lawyer training and development, employee engagement, executive coaching, and leadership development.

Additional Faculty will include senior women Justices, CEOs, VPs and GCs in industry, academia, and government.

*"The instructors Kyla and Nadia were amazing. They stretched us when needed and helped us gain confidence in our ideas." - Past Participant*



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# PROGRAM INFORMATION

The WILL Academy Leadership Program is a collaborative and transformative four and a half day Alberta-based, in-person program developed to provide women in the law with the knowledge, skills, and networks necessary to thrive personally and professionally throughout their career. This course is designed specifically for women in the law who are poised to undertake or are currently undertaking their first formal leadership position within their organization.

## PROGRAM DETAILS

**Dates:** May 10 - 11, 24 - 25, and 31, 2024

**Location:** University of Alberta

**Who Should Attend:** Women\* lawyers in leadership or those aspiring for a leadership role

\*This program is for all cis and trans women and non-binary people who are comfortable in a space that centres on the experiences of women.

**Program Fee:** \$4,500, which includes tuition, program materials, meals, and completion certificate

- **Deposit:** A registration deposit of \$250 will be charged at the time you submit your application. If your application is accepted, the deposit will be credited towards the program fee. If we are unable to accept your application, the registration deposit will be refunded to you.
- **Early Bird Rate:** The fee will be reduced to \$3,750.00 for those who apply by March 15, 2024 and make payment in full by April 8, 2024.
- **Sole practitioner/Government/Non-Profit Rate:** Registrants in any of these categories are eligible for the reduced rate of \$3,500.00. The early bird rate for lawyers in this sector is \$3,000.00 for applications received by March 15, 2024 and if payment is received by April 8, 2024.
- **Financial Assistance Application: Apply online at <https://womeninlawleadership.ca/edmonton-leadership-application-submission-form/>**

**Participation:** This is a highly collaborative program where participants share and leverage each other's knowledge and build a network of support. To achieve full program value for all participants, it is critical to engage fully and attend the full program in person. Due to the often sensitive nature of group discussions, virtual attendance cannot be accommodated. Certificates will only be awarded to those participating fully in the program.

**Application Deadline:** Early bird deadline March 15, 2024  
Final deadline April 8, 2024

**Apply online at**

<https://womeninlawleadership.ca/edmonton-leadership-application-submission-form/>  
or complete [this form](#) and email it to [education@womeninlawleadership.ca](mailto:education@womeninlawleadership.ca).



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# FINANCIAL ASSISTANCE APPLICATION

Full Name: \_\_\_\_\_

Email: \_\_\_\_\_

Phone Number: \_\_\_\_\_

Year of Call: \_\_\_\_\_

Current Workplace: \_\_\_\_\_

Current Position: \_\_\_\_\_

Does your employer pay for (or reimburse) some or all of the cost of continuing education programs such as this one? \_\_\_\_\_ If so, how much of the program fee will it pay?

Do you have other resources to pay for part of the program fees? \_\_\_\_\_ If so, how much of the program fee are you able to cover yourself?

Provide a short statement outlining your reasons for requesting financial assistance.

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Some of the financial assistance available is allocated for the purpose of accelerating quality, diversity, and inclusion in the legal industry. If you wish to self-identify as a member of an under-represented group in the legal profession, you may do so here to be eligible for consideration for that financial assistance:

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Apply for financial assistance online at:

<https://womeninlawleadership.ca/education/financial-assistance/>



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