

GROW BOLD.

LEAD WILD.

WILD

SEPT 2026

WOMEN IN LEADERSHIP DEVELOPMENT

IN PARTNERSHIP WITH

Scotiabank[®]

WITH SUPPORT FROM

 **FAIR CHANCE**
Learning

THE MARC
GROUP

Emerging Leaders Cohort

Program Overview

The Emerging Leaders Cohort is a structured leadership development experience for professionals seeking to build confidence, strengthen their presence, and expand their leadership impact. It is designed for individuals who may not hold formal leadership titles but are already influencing teams, contributing ideas, and shaping organizational or community outcomes.

More than a training program, this cohort offers a comprehensive leadership journey that integrates practical learning, reflection, peer connection, and real-world application. Participants develop stronger self-awareness, broaden their leadership perspective, and gain immediately applicable tools.

Purpose of the Program

- Building confidence in their leadership identity and presence
- Communicating with clarity, credibility, and influence
- Strengthening decision-making and strategic thinking skills
- Leading effectively through relationships without formal authority
- Adapting to change and emerging technologies with confidence
- Growing within a supportive network of peers and mentors

Ultimately, the program bridges the gap between leadership potential and visible practice.

Why This Program Matters

Organizations need leadership at all levels, yet many high-potential professionals lack access to formal development opportunities. This cohort addresses that gap by helping participants:

- Develop leadership skills before advancing into senior roles
- Build trust in their voice, judgment, and presence
- Navigate complexity, change, and innovation
- Improve communication and decision-making confidence

The program encourages participants to view leadership as something they can practice now, not wait for.

Who It's For

This program is ideal for:

- Early- to mid-career professionals
- Team leads, coordinators, supervisors, and high-potential employees
- Individuals preparing for increased leadership responsibility
- Professionals seeking greater confidence, presence, and influence
- Community-oriented leaders committed to personal and professional growth

A formal leadership title is not required—only a readiness to lead.

Program Format

The cohort is a six-part experience that includes:

- Interactive sessions on practical leadership topics
- Peer networking and shared learning
- Reflection and mindset development
- Real-world application of skills
- A closing celebration recognizing participant growth

Each session is structured around:

- **Focus Area** – a key leadership theme
 - **Key Growth Areas** – practical skills and competencies
 - **Mindset Shift** – reframing perspectives to support confident leadership
-

This program equips emerging leaders with the mindset, skills, and network needed to lead with clarity, confidence, and impact in today's evolving workplace.

Program Flow

WELCOME, ORIENTATION AND BUILDING YOUR WILD NETWORK

Building connection, setting intentions, and introducing the leadership journey

01

COMMUNITY STYLE - IMAGE, CREDIBILITY, CLARITY AND AUTHORITY

Building professional presence and confidence so emerging leaders can communicate clearly, show up credibly, and lead with intention

02

STRATEGIC THINKING AND DECISION-MAKING

Moving from task-based execution to thoughtful leadership through problem solving, data-informed decisions, and technical confidence

03

INFLUENCE WITHOUT AUTHORITY

Leadership through relationships, communication, and credibility
- even without a formal title or senior role

04

AI & FUTURE-READY LEADERSHIP

Building the confidence to adapt, learn, and lead in a workplace shaped by digital tools, AI, and constant change

05

CONFIDENCE IN ACTION: HOW TO DRESS FOR SUCCESS

Celebrating growth, recognizing achievement, and inspiring continued leadership

06

Session 1 (SEPT 24)

WELCOME, ORIENTATION & BUILDING YOUR WILD NETWORK

This opening session welcomes participants, introduces the program structure and resources, and helps them connect with one another. It focuses on building relationships, reflecting on goals, and establishing a strong sense of community for the cohort experience.

Key Outcomes

- introduction to the program format and participant experience
- overview of the learning platform and available resources
- connection with fellow emerging leaders across the cohort
- clarity around personal goals and leadership intentions for the program
- a sense of belonging within the cohort community

Experience Highlight

Participants gain access to a learning environment that extends beyond the live sessions, offering tools and resources to support continued growth throughout the program.

SPEAKER:

Carly Laxton-Oroz

- President & CEO, Central York Chamber of Commerce

Session 2 (OCT 1)

COMMUNITY STYLE - IMAGE, CREDIBILITY, CLARITY AND AUTHORITY

This session helps participants develop a strong professional presence by exploring how communication, credibility, and personal image contribute to trust and leadership. It highlights practical ways emerging leaders can build influence, create opportunities, and strengthen their leadership identity.

Key Growth Areas

- professional presence and personal brand
- communication with clarity and confidence
- credibility in the workplace and community
- executive presence at an emerging leader level
- self-awareness in how others experience your leadership

Mindset Shift

From: "I need more experience before I can lead with authority."

To: "How I show up, communicate, and build trust shapes my leadership now."

Why It Matters

Emerging leaders are often evaluated long before they are formally promoted. When participants strengthen their presence, communication, and credibility, they become better positioned to build trust, contribute visibly, and lead with intention.

SPEAKER:

Nivedita Balachandran

- Executive Director, Women's Centre of York Region

Session 3 (OCT 8)

STRATEGIC THINKING AND DECISION-MAKING

This session helps participants develop a strategic leadership mindset by understanding the bigger picture behind their work. It encourages analytical thinking, proactive decision making, and a focus on priorities, outcomes, and organizational impact.

Key Growth Areas

- problem-solving frameworks
- data-informed decision-making
- critical thinking and prioritization
- understanding the technical side of leadership
- making decisions with confidence and accountability
- seeing the bigger picture beyond daily tasks

Mindset Shift

From: "My role is to manage what is in front of me."

To: "I can think strategically, solve problems, and make informed decisions."

Why It Matters

Emerging leaders are often recognized for execution, but long-term leadership growth depends on perspective. Leaders who can solve problems thoughtfully and make informed decisions are better prepared to contribute at a higher level.

SPEAKER:

Deanna Simone

- Founder, Rosewood Marketing

Session 4 (OCT 15)

INFLUENCE WITHOUT AUTHORITY

This session explores how leadership influence is built through trust, credibility, and strong relationships rather than formal authority. Participants learn practical strategies to communicate effectively, contribute ideas, and build confidence in others to drive positive outcomes.

Key Growth Areas

- building trust
- negotiation and communication
- leading teams and stakeholders
- relationship-based leadership
- confidence in contributing ideas and direction

Mindset Shift

From: "I need the title."

To: "My influence creates impact."

Why It Matters

Many emerging leaders hesitate to speak up or lead because they assume authority must come first. In reality, influence often begins with trust, credibility, and contribution. This session helps participants strengthen all three.

SPEAKER:

Christine Seidman

- Marketing Manager, Upper Canada Mall

Session 5 (OCT 22)

AI & FUTURE-READY LEADERSHIP

This session helps participants build the adaptability and confidence needed to lead in a rapidly changing environment. It encourages learning agility, responsible use of new technologies, and a growth mindset that views change as an opportunity for innovation and leadership development.

Key Growth Areas

- understanding AI and evolving technology in the workplace
- building confidence with digital tools and systems
- adapting to change and innovation
- using technology to improve efficiency and decision-making
- leading with curiosity and continuous learning
- balancing technical growth with people-centered leadership

Mindset Shift

From: "Technology and change are happening faster than I can keep up."

To: "I can grow, adapt, and lead confidently in a changing workplace."

Why It Matters

Future-ready leaders are not expected to know everything - but they do need the confidence to learn, adapt, and use the tools shaping modern workplaces in thoughtful, people-centered ways.

SPEAKER:

Martha Jez

- Owner & CEO, Fair Chance Learning

Session 6 (OCT 29)

CONFIDENCE IN ACTION: HOW TO DRESS FOR SUCCESS

This closing session celebrates participants’ growth and achievements while reflecting on their leadership journey. Through certificate presentations and an inspiring keynote event, participants are encouraged to continue building on their development and carry their leadership learning forward beyond the program.

Key Outcomes

- reflection on growth and key takeaways
- celebration of participant achievements
- certificate recognition
- inspiration through keynote speaker insights
- strengthened sense of community and momentum for the future

Experience Highlight

The closing event creates a memorable final touchpoint that honors the participant journey while reinforcing confidence, visibility, and continued leadership.

The Participant Experience

Throughout the program, participants can expect:

- a supportive and empowering learning environment
- relevant content tailored to the realities of emerging leadership
- opportunities for meaningful peer connection
- practical takeaways that can be applied in work and community settings right away
- online resources and educational tools that extend learning beyond the live sessions
- a cohort experience that balances leadership growth with real-world workplace insight

SPEAKER:

Jerisha Grant-Hall

- Executive Director & Founder, NACCA Newmarket



FEATURED SPEAKER

CARLY LAXTON-OROZ

President & CEO, Central York Chamber of Commerce

SPEAKER FACTS

- President & CEO of the Central York Chamber of Commerce, focused on strengthening connections, creating opportunities, and supporting the growth of Central York's business community.
- Newmarket native and former collegiate athlete, Carly brings a strong background in relationship building, strategic partnerships, and leadership, along with a competitive spirit shaped by her championship athletic career and Northwood University Sports Hall of Fame induction.



FEATURED SPEAKER

NIVEDITA BALACHANDRAN

Executive Director, Women's Centre of York Region

SPEAKER FACTS

- Executive Director of the Women's Centre of York Region and founder of ManasAra Consulting, bringing 15+ years of leadership experience in public health, nonprofit management, community development, and strategic planning.
- Mission-driven community leader focused on building meaningful partnerships, strengthening organizations, and creating lasting social impact through collaboration, leadership, and inclusive community development.



FEATURED SPEAKER

DEANNA SIMONE

Founder, Rosewood Marketing

SPEAKER FACTS

- Founder of Rosewood Marketing Group Inc. and Rosewood Fundraising, helping businesses and nonprofits grow through marketing, branding, digital strategy, and fundraising solutions.
- Community-focused entrepreneur dedicated to strengthening local organizations by increasing their visibility, supporting sustainable growth, and expanding their community impact.



FEATURED SPEAKER

CHRISTINE SEIDMAN

Marketing Manager, Upper Canada Mall

SPEAKER FACTS

- Marketing Manager at Upper Canada Mall, leading strategic marketing campaigns, signature events, and community partnerships that enhance the visitor experience and support local business growth.
- Community focused marketing leader passionate about creating meaningful connections through innovative events, charitable partnerships, and initiatives that bring people together and strengthen the community.



FEATURED SPEAKER

MARTHA JEZ

Owner & CEO, Fair Chance Learning

SPEAKER FACTS

- Owner and CEO of Fair Chance Learning, bringing expertise in inclusive, future ready education, digital fluency, AI literacy, and equitable access to emerging technologies.
- Recognized leader in education and workforce readiness, having collaborated with organizations including UNESCO, Microsoft, and Amazon to develop skills programs and drive innovation across multiple countries.



FEATURED SPEAKER

JERISHA GRANT-HALL

Executive Director & Founder, NACCA Newmarket

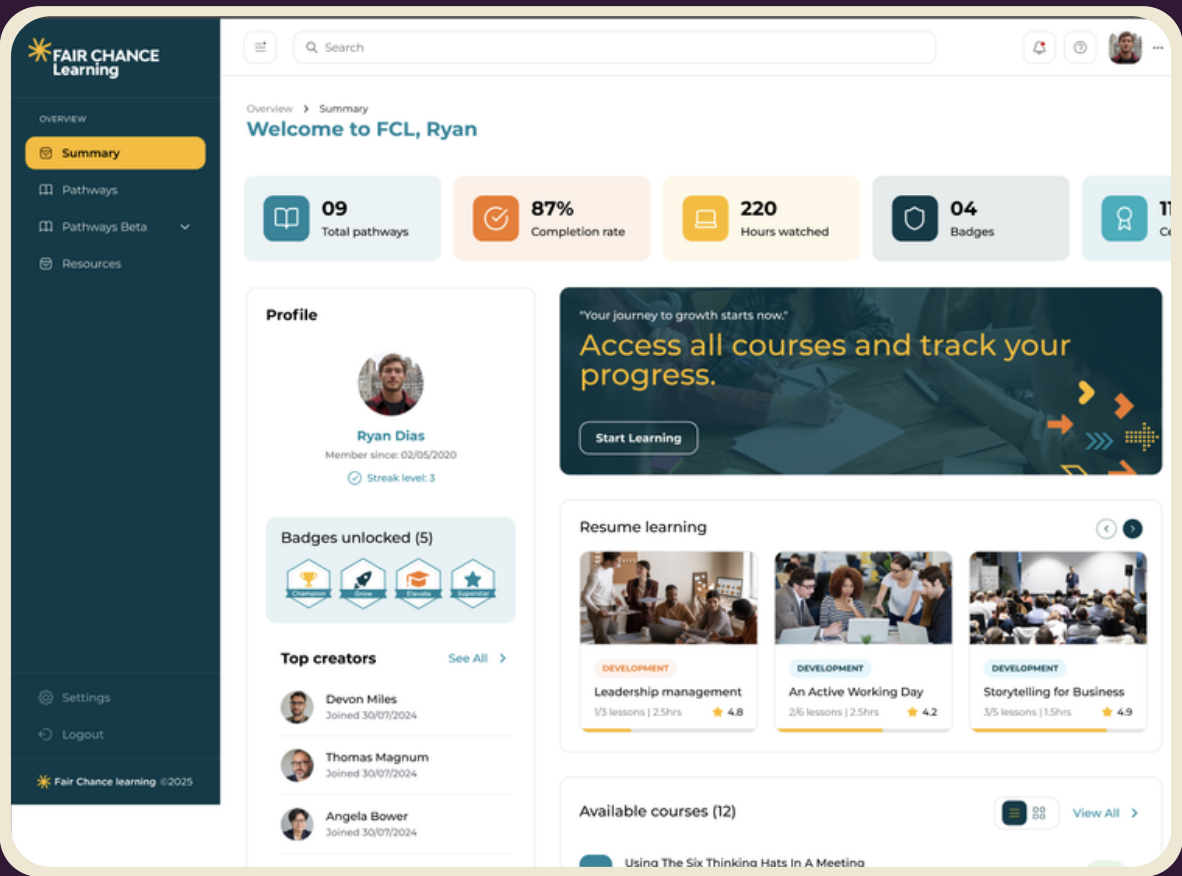
SPEAKER FACTS

- Executive Director & Founder of the Newmarket African Caribbean Canadian Association (NACCA), leading initiatives that center Black voices and drive systemic change across York Region.
- Her work advancing youth empowerment, mental health, food security and dismantling anti-Black racism has earned her national recognition, including the Canada International Black Woman Excellence Award and the King Charles III Coronation Medal.

Your W.I.L.D. Learning Experience

LEARN ANYWHERE. GROW ANYTIME.

Your leadership journey continues between sessions with exclusive access to the W.I.L.D. online learning platform. Review session materials, complete activities, explore additional resources, and track your progress throughout the program.



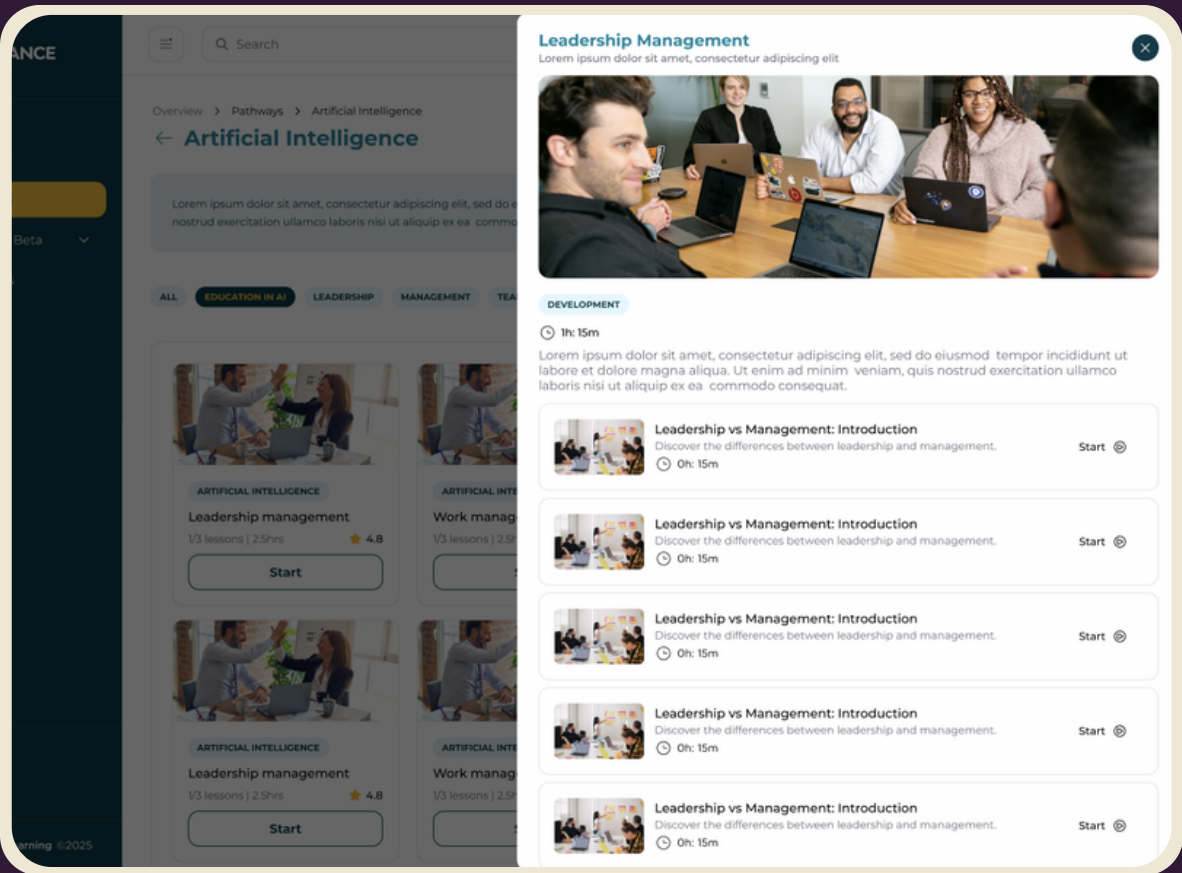
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Browse leadership topics, discover new learning modules, and access every course included in your W.I.L.D. experience.

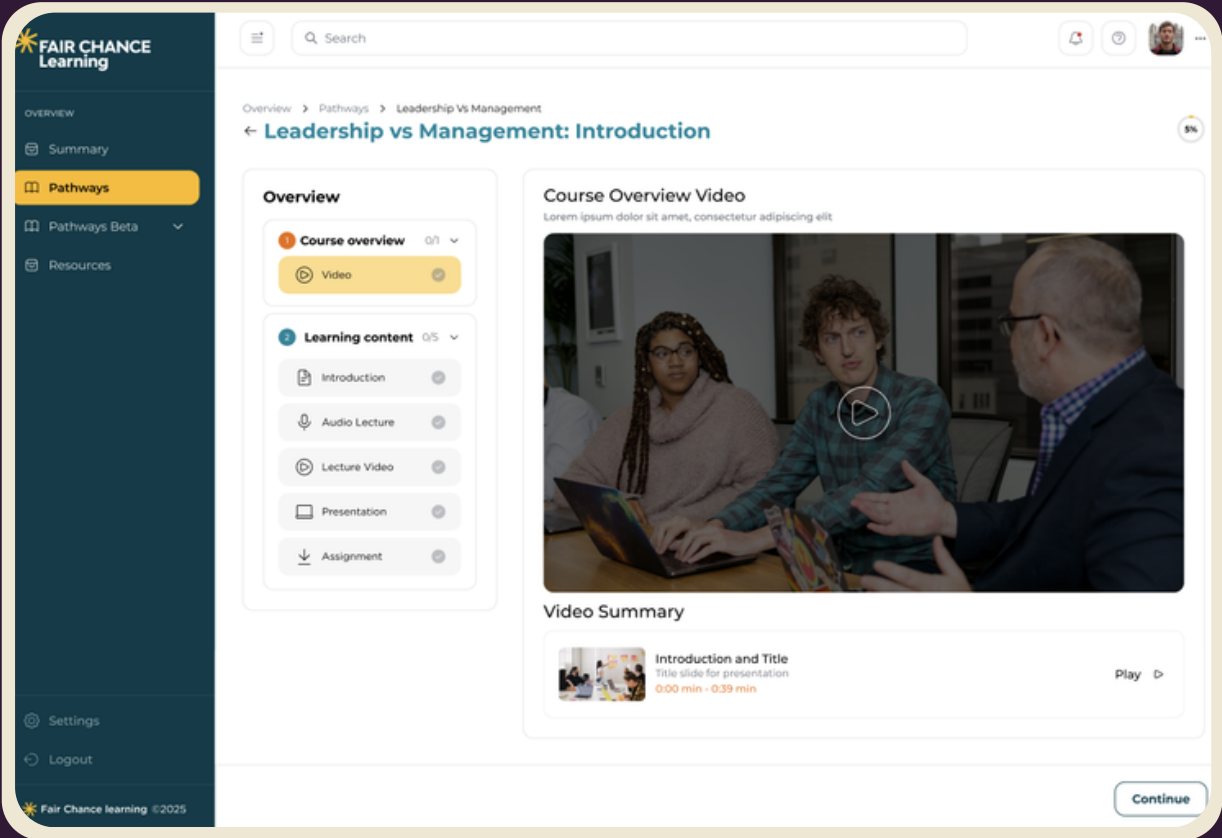
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EVERY COURSE INCLUDES:

- Video learning
- Practical leadership content
- Downloadable resources
- Self-paced progress tracking
- Interactive learning experience



Your W.I.L.D. Learning Experience

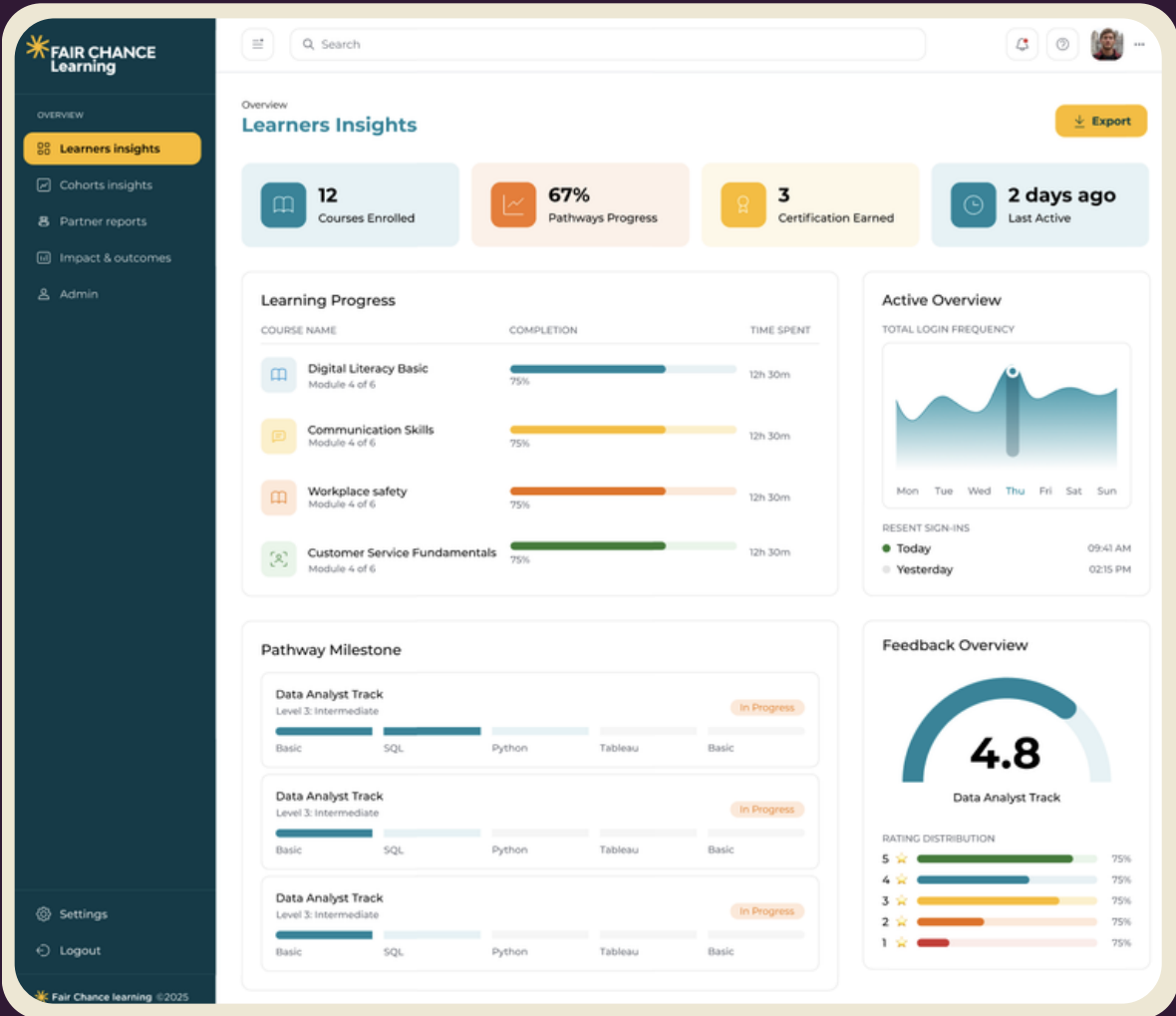


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Watch leadership videos, review presentations, listen to audio content, complete assignments, and revisit materials anytime – all in one easy-to-use platform.

4

Your personal learning dashboard keeps everything in one place – from course progress and achievements to recommended learning and upcoming content.



Your leadership journey doesn't end when each session is over.

The W.I.L.D. Learning Hub gives you the flexibility to learn at your own pace, revisit valuable content, and continue developing long after each workshop concludes.

Ready To Get Started?

Program Outcome

By the end of the W.I.L.D. Emerging Leaders Cohort, participants will have a clearer sense of who they are as leaders, how they create impact, and how they can continue growing with confidence in a fast-changing workplace.

They will leave with not only new skills and perspectives, but also stronger self-trust, practical tools for leadership, and a deeper connection to a community of peers committed to growth.

- ✓ Welcome, Orientation and Networking
- ✓ Community Style - Image, Credibility, Clarity and Authority
- ✓ Strategic Thinking and Decision-Making
- ✓ Influence Without Authority
- ✓ Future-Ready Leadership - Adaptability, AI and Evolving Technology
- ✓ Closing Ceremony, Certificate and Keynote Event

Who This Cohort Is For -

This cohort is designed for women who are:

- early-career and mid-career professionals
- team leads, coordinators, supervisors, and high-potential employees
- individuals preparing for greater leadership responsibility
- women seeking greater confidence, clarity, and influence in how they lead
- community-minded professionals ready to strengthen both personal growth and professional impact

Join now for:

\$195 (CYC Member)
\$225 (Non Member)