



Leadership and Gender Equality

Coaching and Mentoring

Global Aviation Gender Summit
August 2018





LEADERSHIP DEVELOPMENT AT TRANSPORT CANADA

- Key Competencies
 - Create Vision and Strategy
 - Mobilize People
 - Uphold Integrity and Respect
 - Collaborate with Partners and Stakeholders
 - Achieve Results
- Talent Management
 - Performance Management Agreement
 - Career Review Board
 - Professional Development
- Leadership Development Initiative
 - OJT and Active Support for Aspiring Leaders
 - Proactive Succession Planning



CLOSING THE GENDER LEADERSHIP GAP

- Structural Changes to Increase Representation
 - Recruitment – reassess job requirements, expand the applicant pool, change the assessment criteria.
 - Retention – training and professional development, access to opportunities.
 - Evaluation – measure substance and results vs style and method.
- Change the Definition of Leadership – traditional vs contemporary, hierarchical vs matrixed, leader as master vs colleague, power vs persuasion.
- Change the Narrative – build diversity and inclusiveness and wellness into our core values, be serious about flexibility and work-life balance.
- Invest in the Leaders of Tomorrow – networking, skills development, provide mentors and coaches and be their role models.