



**Town of Innisfil, ON**  
**2012 CAMA Education Award**  
**(Population between 20,001 and 100,000)**  
***Future Ready Leadership Program for Emerging Leaders***

To ensure the continued delivery of successful municipal programs and services, while addressing the ongoing pressures of growth, the reality of an aging workforce and competition within the labour market, the Town of Innisfil, ON created a **Future Ready Leadership Program**.

The program recognizes the importance of effective succession planning, focused on the timely replacement of talent within key and critical positions.

The Town of Innisfil partnered with Mohawk College Enterprise to implement the **Future Ready Leadership Program** to address this growing challenge of employee attraction, recruitment and retention. The outcomes of the Town's strategic planning initiative in 2010, called "Inspiring Innisfil 2020" provided key supporting behaviours to make the program a reality.

The Program is a series of customized leadership training sessions designed for current senior managers, managers, supervisors and emerging leaders working for the Town. The program runs over a nine month period, with one session per month addressing key areas.

Those areas include: The Power of Teams, Embracing Diversity through Impact Communications, Leadership Dynamics, Leading Self Directed Work Teams, Leading Change, Facilitating Change and Managing Performance.

A pilot program was offered in 2011 and has been declared a success. The program has been recognized by the Federal Government, being featured in the Public Sector Digest in July 2011. A second program was launched in February 2012.

Through the introduction of the **Future Ready Leadership Program**, the Town of Innisfil is proactively addressing its needs for the future through a commitment to developing the skills and competencies within its workforce.

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