elevateU
LEARN. GROW. CONNECT.

ELEVATE AVIATION

ADVANCED LEADERSHIP PROGRAM

Program Overview

For Employers

An 8-week virtual leadership program for women in aviation who are already responsible for people, teams, and results - built to help them move from expert to leader.

Mar 2027	8 weeks	5 + 2	Small
Public launch	Virtual cohort	Group + coaching sessions	Cohorts by design

SMALL COHORTS · LIMITED SEATS · ELEVATEAVIATION.CA

ABOUT THE PROGRAM

A leadership program for the people who already lead others

The Advanced Leadership Program (ALP) is an 8-week leadership development experience for current leaders who are responsible for people, teams, and results. Technical expertise and leadership are different disciplines - one doesn't prepare you for the other. ALP helps leaders make that shift. ALP is Elevate U's leadership program for leaders already leading teams, part of Elevate Aviation's leadership development platform.

8	5	2	1	100%
Weeks of development	Bi-weekly group sessions	Individual coaching sessions	EQ-i 2.0 assessment + debrief	Virtual cohort

THIS IS NOT A THEORY COURSE

ALP is not about collecting more leadership theory. Participants examine how they currently lead, challenge assumptions that may no longer serve them, practise new approaches, and apply them to situations they are navigating at work right now.

You were promoted because you were good at the work.

Now it's about leading others to do it.

WHAT THEY LEAVE WITH

- Awareness of how their patterns affect the people they lead
- Stronger trust, clarity, accountability, and performance within their team
- Influence and alignment beyond their immediate team
- The ability to coach, delegate, and develop others without taking the work back
- Greater intention in difficult conversations
- Confidence leading when they don't have all the answers or control every decision

THE CORE BELIEF

Leadership is its own discipline.

Being the expert doesn't make you the leader. Expertise got you here - leadership is a different skill entirely, and it can be learned, practised, and strengthened with the right support.

THE CURRICULUM

Four modules, each building on the last

ALP moves participants outward - from understanding their own impact, to developing individuals, to shaping teams, to influencing across the organization. Each module is built around one question leaders carry back to work.

MODULE 1

Understanding Your Leadership Impact

How patterns and leadership style affect the people they lead.

Through the EQ-i 2.0 assessment and guided reflection, participants deepen their awareness of how they show up as leaders and explore the relationship between intention and impact.

> *How do my patterns affect the people I lead?*

MODULE 2

From Expert to Leader

Shifting from doing the work to building capability in others.

Participants explore coaching, delegation, trust, and accountability as they step back from being the person with the answers and create space for others to take ownership.

> *How do I build the capability and ownership of the people I lead?*

MODULE 3

Leading Teams

Understanding and shaping the conditions for team success.

Participants explore trust, alignment, and shared accountability as they consider what their team needs to work effectively and how their leadership can shape those conditions.

> *How do I help shape the conditions for my team to succeed?*

MODULE 4

Leading Across the Organization

Creating alignment and influence beyond their own team.

Participants strengthen their ability to build relationships, influence across teams, and manage up when outcomes extend beyond their direct authority.

> *How do I influence progress when the outcome depends on more than my authority?*

HOW THE SCOPE OF LEADERSHIP EXPANDS

1. **Understand your impact**
   Patterns, behaviors, and emotional intelligence
2. **Lead individuals**
   Coaching, delegation, and accountability
3. **Lead teams**
   Trust, alignment, and shared accountability
4. **Lead across the organization**
   Relationships and influence beyond the team

HOW IT WORKS

Applied, personal, and built around real work

The learning approach

Participants combine facilitated cohort sessions, an EQ-i 2.0 emotional intelligence assessment and individual debrief, one-on-one coaching, peer learning, and practical workplace application. The learning is applied to situations leaders are navigating at work right now - not saved for later.

Fully virtual by design

ALP runs as an 8-week virtual cohort with 5 bi-weekly group sessions and 2 individual coaching sessions. Participants join from wherever they work - no travel required - and stay in a small cohort so the coaching stays personal.

> *Being good at the work got you here. ALP helps you build what comes next.*

WHO THIS IS FOR

ALP is designed for women in aviation who are current leaders, responsible for leading people and delivering results through others. It may be a strong fit for leaders who:

- Supervise employees or lead a team
- Are accountable for the performance and development of others
- Regularly navigate feedback, delegation, or accountability conversations
- Find themselves stepping in to solve problems their team could be learning to solve
- Want to build greater capacity in their team rather than becoming the person everyone depends on
- Are ready to examine not only what they do as leaders, but how their own patterns affect the people they lead

CHOOSING THE RIGHT PROGRAM FOR YOUR LEADERS

EMERGING LEADERS PROGRAM

Preparing to step into leadership

For women in aviation preparing for or beginning to step into leadership - building the self-awareness, confidence, communication, and influence to lead effectively.

ADVANCED LEADERSHIP PROGRAM

Strengthening how you lead others

For women in aviation already responsible for leading others - strengthening their ability to develop people, build team capability, and lead beyond their own expertise through coaching, delegation, accountability, and influence.

FOR EMPLOYERS

Why organizations invest in this program

Aviation is facing a talent crisis that won't resolve on its own - and the leaders most at risk of leaving are often the high-potential women already in your workforce. The numbers make the case plainly.

4%

of senior leadership roles in aviation are held by women.

INTERNATIONAL LABOUR ORGANIZATION

1 in 2

women in aviation have considered leaving the industry - a direct threat to the talent you've already developed.

IAWA & OLIVER WYMAN, 2026

42-55K

aviation workers Canada is projected to be short by 2035 - the pipeline has to come from within.

TRANSPORT CANADA

THE OPPORTUNITY

Many high-potential women are already leading on your team. ALP gives them the coaching, delegation, feedback, and influence skills to lead through others - strengthening the people who deliver your results.

THE COST OF INACTION

When leaders are promoted for technical strength but not supported to lead, the cost shows up in team performance and retention. Every departure carries recruitment costs, lost knowledge, and a widening leadership gap - at exactly the moments it matters most.

WHERE ALP FITS

Retention starts with investment. ALP develops the leaders already inside your organization - in an 8-week virtual format that fits alongside their work.

REFERENCES 1. International Labour Organization (ILO). Women and Aviation: Quality Jobs, Attraction and Retention (working paper). 2. International Aerospace Women's Association & Oliver Wyman. Lift Off to Leadership: Leadership Barriers for Women in Aerospace and Aviation, 2nd ed. (2026). 3. Transport Canada. Labour Shortages and Challenges in the Transportation Industry.

THE BUSINESS CASE

Four returns on a single investment

Develop capable people leaders

Build a diverse, resilient leadership pipeline by developing leaders who already manage people - before the gaps open up.

Increase retention & engagement

Employees who feel invested in stay longer and contribute more. Sponsoring growth is a clear, visible signal that you're committed to them.

Direct organizational impact

Coaching, delegation, feedback, and accountability skills strengthen how participants lead their teams in complex, safety-critical environments.

Strengthen your culture

Supporting professional growth signals real commitment to development and inclusion - and supports meaningful, visible DEI action.

THE RETENTION CHALLENGE

68%

of women identify sponsorship and active development as vital to their career progression - yet that support remains limited across the industry.

IAWA & OLIVER WYMAN, 2026

1 in 2

women in aviation have considered leaving, citing culture and implicit bias - not pay - as the leading drivers.

IAWA & OLIVER WYMAN, 2026

$1,299

+ GST · PER PARTICIPANT

For a fraction of the cost of recruiting and training a replacement, ALP is a cost-effective way to develop and retain the experienced women already leading in your organization.

SOURCE International Aerospace Women's Association & Oliver Wyman. Lift Off to Leadership: Leadership Barriers for Women in Aerospace and Aviation, 2nd ed. (2026).

WHY IT'S DIFFERENT

Built for leaders who are already leading

ALP isn't introductory leadership content. It's designed for the moment expertise stops being enough - when success depends on what a leader enables others to accomplish.

Built for application

Not about collecting more leadership theory. Participants practise new approaches on situations they are navigating now.

Personal insight

An EQ-i 2.0 emotional intelligence assessment and individual debrief ground the program in how each leader shows up.

One-on-one coaching

Two individual coaching sessions give each participant focused support on their own leadership challenges.

Peer learning

A small cohort of women in aviation who are leading teams - learning from each other's real situations.

A defined shift

Every module returns to one idea: from doing the work to developing the people who do it.

Workplace application

Learning is applied at work throughout the program, on the situations leaders are navigating right now.

WHERE THIS FITS IN THE ELEVATE U LEADERSHIP DEVELOPMENT PATHWAY

Emerging Leaders Program

16-week virtual cohort

For women preparing to step into leadership

→

Advanced Leadership Program

8-week virtual cohort

For women already leading others

YOU ARE HERE

→

Elevating Leadership Experience

2.5-day immersive in Victoria

In-person leadership intensive

→

Echo

Ongoing mentorship & network

Peer and mentor community

INVESTMENT & NEXT STEPS

Ready to invest in how your leaders lead?

All-inclusive of coaching, assessment, and materials. Employers can cover the full or partial cost. Seats in each cohort are limited to keep the group small and the coaching personal. Public launch: March 2027.

Investment

$1,299

+ GST · per participant · payment plans available

Format

Virtual

8 weeks · small cohort · launching March 2027

WHAT'S INCLUDED

- 8-week virtual cohort
- 2 individual coaching sessions
- Practical workplace application
- 5 bi-weekly virtual group sessions
- EQ-i 2.0 assessment and individual debrief
- Small cohort learning environment

WHY EMPLOYERS SAY YES

- Builds a stronger leadership pipeline in your organization
- Improves retention of high-potential people leaders
- Supports DEI commitments with visible, meaningful action
- Participants apply learning at work throughout the program

TALK TO US



Kristine Morris
SENIOR MANAGER, ELEVATE U

kristine.morris@elevateaviation.ca

780-616-4270

elevateaviation.ca

Small cohorts · 8-week virtual program · Launching March 2027

Inquire about employer sponsorship for one or more of your team members.