

# Leadership Okanagan



## *Summary of Engagement and Consultation Results*

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## **Introduction**

In 2018 a group of organizations began the process of considering the opportunities to develop an Okanagan Leadership program. In February 2019, the Okanagan Leadership Program Team (OLPT) comprised of Central Okanagan Foundation, Kelowna Chamber of Commerce, Kelowna Community Resources, Okanagan College and United Way asked Sage Transitions to develop and implement a consultation and engagement process to further assess the opportunities and the barriers to developing a program. Using the model developed by Leadership Vancouver Island (LVI) a comprehensive consultation was completed. 156 participants provided feedback in the following ways: online survey - 122, phone interviews - 13, focus groups - 21. Appendix A provides data on the size of organizations surveyed, and the sectors represented.

## **Leadership Okanagan Program**

Based on at the community consultation the OLPT has confirmed that a program would need to be targetted at emerging leaders. The community project would bring together for-profit, not-for-profit, government and other organizations in a community-based project similar to those completed by Leadership Vancouver Island participants.

## **Next steps**

There is work underway now to validate and compare this model to others being offered in the community, and to consider how best to deliver the program. The OLPT is also researching funding options to develop and implement the program. The team will be contacting those who indicated an interest in continued involvement, after the program validation and investigation of funding options have been completed.

## **Summary results**

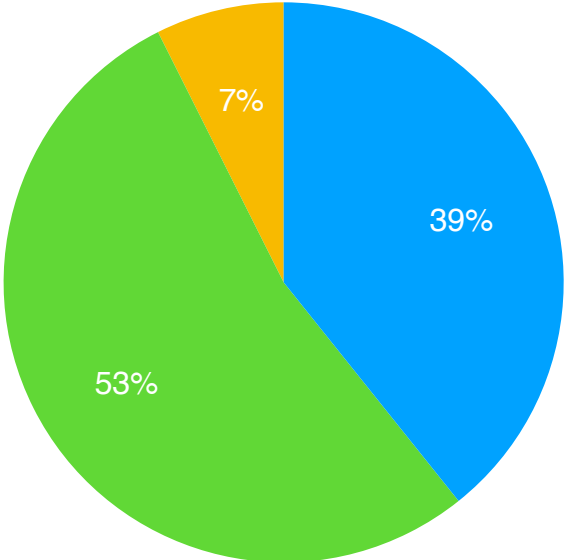
Several key themes were evident in the final analysis: program interest, curriculum/content, delivery method, qualifications of instructors and coaches, program cost, and the community project. There was strong support and interest in the program from a large proportion of respondents. The LVI program model met the needs and requirements of the majority of respondents, and the LVI program model and curriculum was a good match for that requested by participants. There was interest in exploring a combination of face-to-face and online learning to reduce time required for participants to be away from work. However, these was also considerable emphasis on ways to connect leaders and build interaction among participants. Respondents were very interested in having instructors and coaches with the qualifications and experience to support and facilitate learning for leaders. The program cost was acceptable to the majority of those interviewed, with the exception of some of the smaller not-for-profits who would need support for their participants to attend. Some of the for-profits organizations indicated an interest in providing bursaries to not-for-profit participants. The community project was supported by most participants, with additional information required about the scope of and requirements of that program component.

Many of the consultation respondents indicated their support, and stated they would require additional information and detail before fully committing to support the program, and enrol participants. Many of those who provided feedback expressed an interest in continuing to be involved in an advisory capacity, and to help develop the program.

# Appendix A

## Sector - Online surveys and phone interview respondents

● Not-for-profit ● For-profit ● Government



## Size of organization - online survey respondents

● 1 -10 ● 11- 20 ● 21 - 30 ● 40 - 50 ● 51 - 60  
● 60+

