



Providing Leadership Within and Beyond Our Walls

It's been said, "Leadership is an action, not a position," and in this instance, the words perfectly describe an initiative that launched in 2022/23 at Five Counties Children's Centre.

The new Leadership Development Program at Five Counties is intended to nurture and mentor its participants. The program recognizes the many talented employees within the organization who are ready to step up to help take Five Counties to the next level.

"It's in all our best interest to equip our future leaders with the support, tools, training and mentorship opportunities that they will need to succeed," says CEO Scott Pepin.

The Leadership Development Program will focus on six key areas: coaching/mentoring, accountability, change management, influence & negotiation, communication, and goal setting (measurable outcomes). Each staff participant in the 24-month program will be assigned a mentor, asked to take part in a series of learning sessions and communities of practice, and tasked with completing courses towards the Ontario Tech University Leadership Certificate.

Staff are an organization's greatest resource, and that is true at Five Counties. To not support and help employees reach their full potential amounts to a failure of leadership.