

ELEVATING LEADERSHIP EXPERIENCE

Event Overview

For Employers

A 2.5-day, in-person leadership intensive for women in aviation who lead teams, projects, and operations - set on Victoria's Inner Harbour and built for the realities of leading under pressure.

Sep 27–29

2026

Victoria, BC

Inn at Laurel Point

2.5 Days

Six sessions

35 Leaders

Intimate by design

ABOUT THE EXPERIENCE

An immersive leadership intensive for the people who already lead

The Elevating Leadership Experience is a 2.5-day immersive gathering for aviation leaders. Across six guided sessions on Victoria's Inner Harbour, participants build the leadership frameworks, coaching tools, and peer relationships that stay with them for the rest of their careers. The Elevating Leadership Experience is **Elevate U**'s signature in-person leadership experience, part of Elevate Aviation's leadership development platform.

6

Facilitated sessions

2.5

Days of development

35

Leaders per cohort

2

Nights included

100%

In-person & immersive

THIS IS NOT A CONFERENCE

No keynotes. No exhibition halls. Just 35 aviation leaders in a room, doing the work together - practising the conversations and decisions that define how they lead under pressure.



WHAT THEY LEAVE WITH

- ✓ A coaching approach they can use with their team every week
- ✓ Frameworks for high-stakes, safety-critical conversations
- ✓ Tools to interrupt assumptions before they damage trust
- ✓ A personal leadership vision, tested against real scenarios
- ✓ A specific action plan to apply the Monday they return
- ✓ A peer network of aviation leaders who understand the work

Frameworks that don't expire when they fly home

Six guided sessions move participants from intention to integration over 2.5 days. Every framework is grounded in the operational realities of aviation - no translating generic leadership theory to your world, because it is already there.

Day 1

Arrival & Opening

Welcome reception, a live coaching demonstration, and Session 1 - **Leading with Intention**: clarifying the leader each participant wants to be.

Day 2

Core Frameworks

The heart of the experience - coaching conversations, the Ladder of Inference, and the neuroscience of high-stakes decisions, practised in real scenarios.

Day 3

Integration & Close

A group activity that reinforces the learning, then each participant builds a personal leadership action plan to implement on return.

THE TOOLS THEY TAKE TO WORK



A coaching approach to leadership

Practical tools to guide a team's thinking, build accountability, and lead through complexity without micromanaging - used every week.



The Ladder of Inference

A framework for seeing how assumptions drive decisions - and how to interrupt that process before it damages trust, communication, or safety culture.



Neuroscience of high-stakes conversation

How pressure and emotion shape the conversations that matter most - directly applicable to aviation's safety-critical environment.



A personal leadership vision & action plan

A guiding principle clarified and tested against real scenarios, paired with a specific plan tied to each leader's actual context.

HOW IT WORKS

Applied, immersive, and led by practitioners

The learning approach

Participants engage in applied leadership scenarios, guided discussion, and peer learning - not theory for later. The format is built so leaders practise the real conversations and decisions they already navigate at work.

Fully immersive by design

Two nights' harbour-view accommodation, meals, all learning materials, a welcome reception, and a group activity are included. From arrival to departure, every detail is taken care of so participants can focus fully on the experience.

WHO LEADS THE EXPERIENCE



Kristine Morris

Programs Manager, Elevate U

EQ-i 2.0 & EQ 360 Certified

Adult Educator

Professional Facilitator

Kristine designed the Elevating Leadership Experience from the ground up - the curriculum, the facilitation approach, and the progression of sessions - drawing on a background in adult education, facilitation, and years inside the aviation community she serves. She builds learning that sticks.



Diane Lloyd, MA PCC

Leadership Coach & Executive Educator

Professional Certified Coach (ICF)

Royal Roads Faculty

Dare to Lead™

Diane is Associate Faculty in Royal Roads University's Certified Executive Coach Program and an award-winning leadership educator. Founder of Inspired Results Group, she has delivered leadership development across industries for over a decade, grounded in one belief: the most effective leaders lead like a coach.



This experience isn't just something you learn. It becomes part of how you lead. What you build here, you carry forward.

- KRISTINE MORRIS

Why organizations invest in this experience

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

High-potential women are already on your team. This experience gives them the frameworks, confidence, and peer network to step into the leadership roles your organization will need to fill.

THE COST OF INACTION

Every departure carries recruitment costs, lost knowledge, and a widening leadership gap - at exactly the moments it matters most. Retention starts with investment.

"The findings in this second edition confirm that talent is not the issue - opportunity and culture are."

MARITA LINTENER, PRESIDENT, IAWA · LIFT OFF TO LEADERSHIP · 2026

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*.

Four returns on a single investment



Develop future leaders

Build a diverse, resilient leadership pipeline - filling the gaps already forming across the sector before they become vacancies.



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 theirs.



Direct organizational impact

Coaching, communication, and decision-making tools strengthen how participants lead 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

**\$1,900
-\$2,150**

PER PARTICIPANT

For a **fraction of the cost** of recruiting and training a replacement, the Elevating Leadership Experience is one of the most cost-effective ways to develop and retain the experienced women already 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 the realities of aviation leadership

In aviation, your people lead cross-functional teams in high-stakes, time-compressed environments where they rarely hold full authority. Generic programs don't understand that. This one is built around it.

Aviation-specific by design

Every framework and case study is grounded in the operational realities of the industry.

Frameworks that last

Coaching tools and neuroscience principles that don't expire - used in every role that follows.

EQ-certified facilitation

Led by EQ-i 2.0 and EQ 360 certified practitioners, not generalist instructors.

A community that understands

35 peers who get the work - relationships that outlast the event itself.

Immersive by design

Stepping out of the operational environment is the work, not a nice-to-have.

Applied from day one

Participants leave with a plan tied to their real context, ready for Monday morning.

WHO THIS IS FOR

Ideal candidates are aviation leaders who are ready to go deeper. All women leaders are welcome.

- ✓ Mid-level leaders & managers across any aviation sector - airlines, airports, MRO, aerospace, training, government, tech
- ✓ People leaders, team leads, and department heads who want practical tools they can use immediately
- ✓ Leaders at a career inflection point - a larger role, an expanded mandate, or a new team
- ✓ Leaders who've proven themselves operationally and are ready to strengthen how they lead and develop others
- ✓ High-potential team members an organization is ready to invest in for the long term
- ✓ Emerging Leaders Program alumni ready for the next stage in an immersive, in-person format

WHERE THIS FITS IN THE ELEVATE U LEADERSHIP DEVELOPMENT PATHWAY



Emerging Leaders Program

16-week virtual cohort



Advanced Leadership Program

8-week virtual cohort



Elevating Leadership Experience

2.5-day immersive in Victoria



Echo

Ongoing mentorship & network

Ready to invest in how your leaders lead?

All-inclusive of accommodation, meals, facilitation, and materials. Employers can cover the full or partial cost. Seats are limited to 35 and the early-bird rate ends June 30, 2026.

Early Bird

SAVE \$250 · ENDS JUN 30

\$1,900

+ GST · per participant · all-inclusive

Regular

JUL 1 - SEP 15

\$2,150

+ GST · per participant · all-inclusive

WHAT'S INCLUDED

- ✓ Two nights' private harbour-view accommodation
 - ✓ All meals & snacks (except Day 2 supper) + welcome reception
 - ✓ Expert EQ-certified facilitation & all learning materials
 - ✓ Group activity and an exclusive participant gift bag
- ✈ Flights and ground transportation to Victoria are arranged by the participant and not included.

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 immediately on return

TALK TO US



Kristine Morris

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Limited to 35 leaders · Victoria, BC · September 27–29, 2026

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