

EMERGING LEADERS PROGRAM

Program Overview

For Employers

A 16-week virtual leadership development experience built specifically for women in aviation, combining group learning, 1:1 coaching, and applied workplace practice.

— ABOUT THE PROGRAM

Developing the next generation of women leaders in aviation

The Emerging Leaders Program supports the growth of women early in their leadership journey within aviation, combining hands-on learning, mentorship, and community building to equip participants with the skills, confidence, and strategic insight to step into leadership with authenticity and purpose.

5 Virtual Group Sessions 6–8 PM MT	4 1:1 Coaching Sessions Individual support	16 Weeks of Development Fully virtual	2–3 Hours Per Week Est. commitment
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● Next cohort begins August 25, 2026 · Applications now open

The program also includes a **book study** and **bi-weekly assignments** that deepen learning between sessions and help participants integrate new skills into their day-to-day roles.

Program Outcomes

By the end of the program, participants will have created a personalized leadership plan aligned with their career goals and your organization's needs. They will:

- ✓ Deepen their emotional intelligence and self-awareness as leaders
- ✓ Build the confidence to take on greater leadership responsibilities
- ✓ Apply new strategies and tools directly in their workplace from week one
- ✓ Develop a professional aviation network through peer learning and mentorship
- ✓ Leave with a clear leadership roadmap and ongoing access to mentorship resources

— THE FOUR MODULES

A progressive journey from self-awareness to strategic vision

Each module builds on the last, moving participants from self-understanding to strategic leadership over the course of the program.

MODULE 1

Leading from Within

SELF-AWARENESS, CONFIDENCE & IDENTITY

Participants explore their evolving leadership style, navigate imposter syndrome, and begin shaping a leadership identity grounded in authenticity and resilience.

MODULE 2

Leading with Emotional Intelligence

CONSCIOUS LEADERSHIP & COMMUNICATION

Participants develop the interpersonal skills to communicate with impact, navigate conflict, and lead with empathy, in everyday situations and high-visibility moments alike.

MODULE 3

Foundations of Aviation Leadership

INDUSTRY ECOSYSTEM & NETWORKING

An in-depth look at the structures, dynamics, and unique challenges of aviation. Participants build career navigation strategies and the networking skills to grow their professional presence.

MODULE 4

Visioning Forward

LEADERSHIP VISION & GROWTH STRATEGY

Participants clarify their career direction and create a personalized leadership roadmap, exploring ladder and lattice growth models and identifying the leadership opportunities ahead.

Learning that sticks, because it starts at work. Participants are not expected to apply learning later. Every session connects directly to the roles and situations participants are already navigating, so impact starts immediately.

— HOW IT WORKS

Expert facilitation, real mentorship, immediate application

LEARNING APPROACH

The ELP combines evidence-based leadership frameworks, facilitated discussion, reflective practice, one-on-one coaching, and workplace application. Rather than focusing on theory alone, participants connect learning **directly** to their day-to-day experiences, helping them build confidence, strengthen self-awareness, and develop leadership skills they can apply immediately.

HOW LEARNING HAPPENS

Learning takes place through live virtual sessions, guided assignments, coaching conversations, peer learning, and independent reflection, creating opportunities for both personal insight and practical growth. Optional access to mentorship is also available to participants who wish to take advantage of it.

WHO LEADS THE PROGRAM



Kristine Morris

Programs Manager, Elevate U

EQ-i 2.0 & EQ 360 Certified

Adult Educator

Leadership Coach

Professional Facilitator

Kristine Morris is a leadership coach, adult educator, and professional facilitator with extensive experience designing and delivering leadership development programs for women in aviation. She specializes in helping emerging and advancing leaders strengthen self-awareness, emotional intelligence, communication, and leadership confidence.

Drawing on a background in adult education, facilitation, and social work, Kristine creates learning experiences that move beyond theory. The ELP is guided by evidence-based frameworks and designed specifically for the realities of aviation, **not adapted from a generic curriculum.**

— FOR EMPLOYERS

Why organizations invest in the ELP

4%

of senior leadership roles in aviation are held by women¹

International Labour Organization

1 in 2

women in aviation have considered leaving the industry²

IAWA & Oliver Wyman, 2026

42–55K

aviation workers Canada is projected to be short by 2035³

Transport Canada

Canada's aviation sector is experiencing a talent crisis that is not going away on its own. Organizations that invest in developing their existing people, especially high-potential women already in the workforce, will build stronger, more resilient teams. Those that do not will feel it in turnover, disengagement, and leadership gaps at exactly the moments it matters most.



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 · 2026²

THE OPPORTUNITY

High-potential women are already in your workforce. The ELP gives them the structured development, mentorship, and confidence to step into the leadership roles your organization will need to fill.

THE COST OF INACTION

Every departure carries recruitment costs, lost productivity, and a hit to team morale, and the leadership gap only widens. Retention starts with investment.

REFERENCES

1. International Labour Organization (ILO). *Women and Aviation: Quality Jobs, Attraction and Retention* (working paper).
2. International Aerospace Womens 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*.

WHY EMPLOYERS SUPPORT PARTICIPATION

Four returns on a single investment



Develop Future Leaders

Investing in emerging women leaders builds a strong, diverse talent pipeline, filling the leadership gaps already forming across the sector.



Increase Engagement

Employees who feel invested in are more engaged and effective. Participants gain tools in communication, decision-making, and problem-solving that benefit the whole team.



Direct Organizational Impact

Learning is applied throughout the program, not saved for the end. Participants connect leadership concepts to real workplace situations, strengthening communication, influence, decision-making, and effectiveness in their current roles.



Enhance Your Culture

Supporting professional growth signals real commitment to diversity, inclusion, and development. Organizations that walk the talk attract and keep better people.

THE RETENTION CHALLENGE

1 in 2

women in aviation have considered leaving the industry, pointing to culture and implicit bias, not pay, as the leading drivers.

68%

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

At \$799 per participant, the ELP is one of the most cost-effective ways to develop and retain the talented women already in your organization.

SOURCE

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

— WHAT MAKES THIS PROGRAM DIFFERENT

Built from the ground up for women in aviation

This is not a generic leadership course with an aviation label. Every module, case study, and coaching conversation was built for the specific realities women face in this industry.

Aviation-Specific by Design

Grounded in the real structures, culture, and career pathways of aviation.

Holistic Approach

Emotional intelligence, self-awareness, and conscious leadership built into every part of the curriculum.

Practical Application

Learning is tied to participants' real roles from session one, skills are used immediately.

Women-Centered

Not a women's track inside a broader program, built specifically around the barriers of this industry.

Community & Coaching

A supportive network of peers, mentors, and coaches, during the program and long after.

Inclusive Career Planning

Ladder and lattice growth models prepare participants for leadership paths that are not always linear.

IDEAL CANDIDATES ARE WOMEN IN AVIATION WHO...

- ▶ Are not currently responsible for leading a team but aspire to leadership opportunities
- ▶ Want to build the foundational skills and mindset that support effective leadership
- ▶ Seek greater confidence, influence, and visibility within their organization
- ▶ Are ready to expand their professional network and leadership capacity
- ▶ Demonstrate potential for future leadership growth
- ▶ Are committed to learning, reflection, and personal development

NOT SURE WHICH PROGRAM IS THE BEST FIT?

ELP is designed for women preparing for future leadership opportunities and building foundational leadership capability. For employees who currently lead people or teams, Elevate U also offers the **Advanced Leadership Program (ALP)**, designed specifically for supervisors, managers, and team leaders. We are happy to help determine the most appropriate pathway based on your employee's role, experience, and development goals.

— INVESTMENT & NEXT STEPS

Ready to support an employee's growth?

PROGRAM COST

\$799 + GST

Per participant

Employers can cover the full or partial cost. **Interest-free payment plans are available.**

THE RETURN

Keep your best people

Half of women in aviation have considered leaving. Investing in their growth is one of the most direct ways to retain experienced talent and build your leadership pipeline, for a fraction of the cost of recruiting and training a replacement.

WHY EMPLOYERS SAY YES

- ✓ Build a stronger leadership pipeline in your organization
- ✓ Improve retention and engagement of high-potential women
- ✓ Support DEI reporting with meaningful, visible action
- ✓ Participants apply learning immediately, impact starts in week one
- ✓ Cohort model builds networks across Canadian aviation
- ✓ Interest-free payment plans make participation easier



Kristine Morris

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Cohort 3: August 25, 2026 • **Applications now open.**

THANK YOU TO OUR PROGRAM SPONSORS

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