

DRAFT Class 21 Curriculum Overview (September 2025 to March 2027*)

Seminar	Zoom	Date	Location	Theme
-	-	Up to 2 days	Home	Getting Ready Collect information from your network to prepare for a journey in leadership development.
	A	Aug. 12, 2025 Tues Morning	Virtual meeting	What to Expect Participant introductions. Who is ROI? Preparing for seminar one.
1		Sep. 3,4,5,6, 2025 Wed/Thu/Fri/Sat	Niagara-on-the-lake Vineland	Leadership – Theory & Application Define the leadership challenge. Develop tools to improve analytical and emotional intelligence. Learn foundational behaviours for self-awareness and interpersonal attentiveness.
	B	Oct. 7, 2025 Tues Morning	Virtual meeting	Connect, Review, Practice, Explore Issues Reinforce the seminar topics, discuss application, and share viewpoints. Plan winter networking event.
2		Nov.23,24,25,26, 2025 Sun/Mon/Tue/Wed	Toronto	Effective Dialogue and Creating Team Synergy The roles of verification, trust, integrity, authenticity, humility, open-mindedness, and inspiration in leadership. Establishing behaviours for performance, coaching and team development.
	C	Dec. 16, 2025 Tuesday Morning	Global Zoom Networking	Connect with other ag-sector leadership programs globally Share viewpoints around issues of leadership Guest speaker topics – World Soils Day and Canadian diplomacy
3		Jan.15,16,17,18 2026 Thu/Fri/Sat/Sun (Partners to attend)	Sarnia	Personalities, Diversity, Equity and Inclusion Deepen self-awareness and awareness of others' personality style. Welcome and encourage multiple perspectives. Awareness of Self and Others Discover how we act and why. Explore methods of creating positive and productive relationships and teams.
North American Study Tour		Mar 20 - 28, 2026 Contingency tour if necessary is Mar.27 – Apr 4, 2026	Study Travel (7 to 10 days in length)	Understanding Canadian/American Relations Increase Cultural intelligence. Observe varying approaches to agriculture, trade, policy development, rural development, resource and social policies (<i>Destination: TBD</i>)
	D	July 14, 2026 Tuesday Morning	Virtual meeting	Connect, Year 2 overview Prepare for Thunder Bay seminar and IAP presentations
4		Aug. 17, 18, 19, 20, 2026 Mon/Tue/Wed/Thu	Thunder Bay	Situational Analysis, Problem-solving style, Debating Delve into negotiation, conflict management and situational analysis. Awareness of adaptive and innovative problem solving
5		Sep.16, 17, 18, 19, 2026 Wed/Thu/Fri/Sat	London	Communication – Media, written and verbal, Present IAPs Practice key messages, simulation interviews, debating and present issues analysis projects. Articulate the current issues in the areas of agri-food systems and rural communities including related policy aspects
	E	Oct. 20, 2026 Tuesday Morning	Virtual meeting	Connect, Review, Practice, Explore Issues Reinforce the seminar topics, discuss application, and share viewpoints. Prepare for Parliament Hill networking & reception.
6		Nov. 15, 16,17,18, 2026 Sun/Mon/Tue/Wed	Ottawa	Federal Government; Globalization & Trade; Competing Commitments Learn about Canadian & American government - people, policies, and programs. Discuss new and emerging realities of globalization and trade. Learn Problem solving style
	F	Dec. 8, 2026 Tuesday Morning	Virtual meeting	Connect, Review, Practice, Explore Issues Reinforce the seminar topics, discuss application, and share viewpoints. Recap study tour. Plan Stewart Gala.
International Study Tour		Feb. 12 – 26, 2027 Contingency tour if necessary is Feb. 26 – Mar. 12, 2027	Study Travel (8 to 14 days in length)	Intercultural Communication and Cultural Intelligence Strengthen Global awareness including political, economic and social comparisons between our own society and others, unconscious bias, behaviour adaptation, empathy, and diversity. (<i>Destination: TBD</i>)
	G	Mar 16, 2027 Tuesday Morning	Virtual meeting	Prepare for Final seminar and Stewart Gala
7		Mar. 25, 26, 27, 2027 *Thurs. evening is Stewart Gala, Fri/Sat Seminar & Graduation (Partners to attend)	Elora Guelph	A Look Ahead Graduation: How will you use the knowledge and skills you have acquired through your experience in AALP? <i>Participants will be involved in the organization and delivery of this seminar.</i>
Fundraising Event		Jul. 2028 - Feb. 2029	Guelph or other location	Giving Back The graduating Class hosts an event (e.g. Dream Auction, Summer Gala) to raise funds for the incoming Class. Fundraising is an obligation.

***NOTES: Curriculum incorporates the Global Leadership Competency Framework – Ann L. Gordon, 2021**

- Slight modifications may be made on dates, locations and themes as necessary.
- All attempts will be made to have seminars in-person except for those originally scheduled for virtual; however these may be modified to virtual or changed to an alternate date subject to the ability to provide participant safety for in-person events and study tours.
- Participants' life partner or business associate are invited and encouraged to participate in Seminars 3 & #7.
- Some seminars may include a professional development opportunity for all AALP Alumni.
- Participants are expected to make their own way to seminar locations and to the Ontario start of study tours.

Learning Opportunities:

A. Seminars: skills workshops, technology tours, knowledge/motivational lectures

Seven seminars will include a mix of group work, leadership skills development workshops, visits to farms/organizations/industry/services, lectures by knowledge experts and organizing networking events.

B. Webinars: Interactive and self-directed distance learning modules

Six 2.5 hour webinars will occur outside of seminars. These will build on seminar material and help to reinforce application of skills. These webinars may be used in part to share key events/projects amongst participants, organize fund raising activities, plan tour logistics and other items as the Class decides, if time permits.

The program also involves participation in various web-based and/ or email assignments for seminar & study tour preparation and follow-up, discussion forums, conversations, project and activity planning with classmates, ROI office and curriculum team.

C. Projects: Issues analysis

This self-directed team project will provide participants with the opportunity to sharpen your analytical, problem solving, research, critical thinking, communications and planning skills while working on a project of importance to you and your AALP class members and to the agricultural, agri-food and rural community in Ontario.

D. Study Tour: North American and International

Two study tours are scheduled into the program. Cultural intelligence and global perspectives on trade and policy with respect to social, economic and environmental issues is gained.

E. AALP network: A lifetime of quality leadership opportunities

Your investment pays back dividends both while in the program and for the rest of your life.

These opportunities include:

- Over 500 AALP alumni provide connections across rural Ontario and in every ag sector and service across the full value chain. This has helped many AALP graduates make life decisions.
- Invitations to attend and participate in a variety of educational leadership opportunities and professional development sessions including the International Leadership Alumni Conference - ILAC.
- Invitations to social functions in association with AALP fund and friend raising activities and seminars.
- The use of the AALP Logo on your business cards and social media.
- Participation in a variety of current class activities such as the AALP Curriculum, Engagement and Recruitment advisory teams, Dream Auction/Gala, Stewart Gala and the Rural Ontario Institute Board of Directors.
- Periodical professional leadership updates by email.

An OAC Open Learning Certificate and More.....

Advanced Agricultural Leadership Program graduates are presented with a University of Guelph certificate from the Office of Open Learning and a Rural Ontario Institute Award of Achievement.

***AALP is a TERRIFIC investment
for you, your business and your community!***

Advanced Agricultural Leadership Program (AALP)

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