

CPHR BC & Yukon Emerging HR Leaders Program

Founding Cohort Participant Guide

Build the confidence, capabilities and connections to take your next step in HR leadership.

The Emerging HR Leaders Program is a member-only, cohort-based leadership development experience created specifically for early-career HR professionals. Designed through an HR lens, the program combines practical leadership learning, mentoring, networking and peer connection to help participants strengthen their leadership potential and prepare for future opportunities within the profession. **This program is designed for committed participants who are ready to fully engage and contribute to the success of the cohort.**

The inaugural program will launch in January 2027 with a Founding Cohort of up to 20 participants. As members of the Founding Cohort, participants will play an important role in helping shape the future of the program while benefiting from introductory pricing available only to the first cohort.

Who Is This Program For?

This program may be right for those who are/have:

- A current CPHR BC & Yukon member (any category).
- Less than five years of HR experience.
- Not a student enrolled in post-secondary studies during the program dates*
- Individual contributors preparing for future leadership opportunities or recently moved into a leadership role and want to strengthen your leadership skills.
- Wanting to build confidence, credibility and leadership presence.
- Looking to strengthen communication, influence, strategic thinking and change leadership capabilities.
- Value in person, cohort-based learning alongside a small group of peers facing similar career challenges.
- Ready to invest time and energy in professional growth.

Participants do not need to hold a leadership title or be employed at the time of application.

***Please note:** *This cohort is not open to student members/individuals who will be enrolled in post-secondary studies during the program due to the significant time commitment required for successful completion.*

Who Is This Program Not For?

This program is likely not the right fit if you are:

- Is a student who will be enrolled in post-secondary studies during the program dates.
- Primarily looking for job-search support or career transition assistance.
- Seeking technical HR training or designation preparation.
- Already established in a senior HR leadership role or have extensive leadership experience.
- Looking for self-directed online learning rather than an interactive cohort experience.
- Unable to attend the mandatory in-person learning sessions and events.
- Unable to commit to mentoring, networking, online meetings and program participation requirements.

This program focuses on leadership development and career acceleration rather than technical HR knowledge, designation preparation or job-search skills.

Program Format

The Founding Cohort experience is delivered through a combination of required in-person programming and online meetings and activities.

In-Person Components

- Welcome and program kick-off event.
- Four full-day leadership development workshops.
- Program wrap-up and celebration event.

Online Components

- Cohort check-in meetings.
- Emerging Professionals Member Resource Group meetings.
- Participation in the Professional Mentoring Program.
- Post-program survey.
- Post-program debrief discussion.

The workshops will be held at the CPHR BC & Yukon office in downtown Vancouver. Participants are responsible for their own travel, accommodation and related participation expenses, where applicable.

To support the development and evaluation of the inaugural program, the Founding Cohort will be offered in person in Vancouver. We recognize that not all members will be able to travel to participate. As the program evolves, CPHR BC & Yukon will explore future delivery options based on participant feedback, member demand, operational feasibility, and the ability to maintain a high-quality learning experience.

Program Schedule

January 2027: Welcome and Orientation

- **Thursday, January 14, 2027 | 5:00 PM to 7:00 PM**
Welcome Event and Program Kick-Off
Format: In person
- **Wednesday, January 27, 2027 | 12:00 PM to 1:10 PM**
Emerging Professionals Member Resource Group Meeting
Format: Online
- Participants will also begin the process of joining the Professional Mentoring Program.

February 2027: Developing Your Leadership Identity

- **Thursday, February 11, 2027 | 12:00 PM to 1:00 PM**
Founding Cohort Check-In Meeting
Format: Online
- **Friday, February 26, 2027 | 9:00 PM to 4:00 p.m.**
Learning Session 1: Leader Identity and the Transition to Leadership
Format: In person
- **Mentoring Program:** Month 1

March 2027: Communication and Influence

- **Thursday, March 11, 2027 | 12:00 p.m. to 1:00 p.m.**
Founding Cohort Check-In Meeting
Format: Online
- **Friday, March 19, 2027 | 9:00 a.m. to 4:00 p.m.**
Learning Session 2: Communication and Influence
Format: In person
- **Wednesday, March 24, 2027 | 12:00 p.m. to 1:00 p.m.**
Emerging Professionals Member Resource Group Meeting
Format: Online
- **Mentoring Program:** Month 2

April 2027: Strategic Thinking and Decision-Making

- **Thursday, April 8, 2027 | 12:00 p.m. to 1:00 p.m.**
Founding Cohort Check-In Meeting
Format: Online
- **Friday, April 23, 2027 | 9:00 a.m. to 4:00 p.m.**
Learning Session 3: Strategic Thinking and Decision-Making
Format: In person
- **Mentoring Program:** Month 3

May 2027: Leading Through Change

- **Thursday, May 6, 2027 | 12:00 p.m. to 1:00 p.m.**
Founding Cohort Check-In Meeting
Format: Online
- **Friday, May 14, 2027 | 9:00 a.m. to 4:00 p.m.**
Learning Session 4: Change Management, Adaptability and Leading Through Ambiguity
Format: In person
- **Wednesday, May 26, 2027 | 12:00 p.m. to 1:00 p.m.**
Emerging Professionals Member Resource Group Meeting
Format: Online
- **Mentoring Program:** Month 4

June 2027: Completion and Celebration

- **Thursday, June 3, 2027**
Program Wrap-Up and Celebration Event
Format: In person Time and location to be confirmed.
Participants who successfully complete the program requirements will receive their certificate of completion and digital leadership badge.
- **June 14 to 21, 2027**
Post-Program Survey Completion Period
Format: Online

A post-program debrief discussion will also be scheduled. Founding Cohort participants will share insights and recommendations to help strengthen future cohorts.

What Will You Gain?

By participating in the Founding Cohort, you will have opportunities to:

- Build leadership confidence and professional presence.
- Strengthen strategic thinking and decision-making capabilities.
- Increase your ability to communicate and influence effectively.
- Gain practical tools you can apply in your current or future work.
- Learn from experienced facilitators and HR professionals.
- Expand your professional network through mentoring, events and cohort connections.
- Build stronger business and leadership credibility.
- Create meaningful relationships with peers at a similar career stage.
- Increase your readiness for future leadership opportunities.

What Is Included?

- Four full-day, in-person leadership development workshops.
- Welcome and program kick-off event.

- Program wrap-up and celebration event.
- Participation in the Professional Mentoring Program.
- Access to two CPHR BC & Yukon networking opportunities.
- Participation in the Emerging Professionals Member Resource Group.
- Regular cohort check-in meetings.
- Participant resources, tools and materials.
- A network of peers, mentors, facilitators and HR professionals.
- Upon successful completion of the above:
 - Certificate of completion.
 - Digital badge.

Program Value and Investment

The Emerging HR Leaders Program brings several professional development experiences together into one curated leadership journey.

The estimated value of the overall program experience is \$1,300 per participant. The investment for the Founding Cohort is an introductory price of \$349 plus taxes.

This introductory price reflects CPHR BC & Yukon's commitment to making the program accessible to emerging professionals while recognizing the important role the Founding Cohort will play in helping refine and strengthen the experience for future participants.

In return for receiving the program at the Founding Cohort introductory price, participants will be expected to engage fully, complete the required post-program survey and participate in a post-program debrief discussion. Feedback will be used to identify what should be retained, adjusted or strengthened for future cohorts.

Certificate of Completion Requirements

To receive a certificate of completion and digital badge, participants must:

- Attend the in-person welcome and program kick-off event.
- Attend all four required, full-day, in-person learning sessions.
- Participate fully in the four-month Professional Mentoring Program.
- Attend two CPHR BC & Yukon networking events, ideally with their mentor either online or in person.
- Attend at least 50 percent of the Emerging Professionals Member Resource Group meetings held during the program.
- Participate in all required cohort check-in meetings.
- Complete any required workshop pre-work, learning activities, reflections or follow-up assignments.
- Attend the in-person program wrap-up and celebration event.
- Complete the post-program participant survey.
- Participate in the Founding Cohort debrief discussion.

What It Means to Join the Founding Cohort

Being selected for the Founding Cohort means becoming part of a small group of emerging HR professionals helping launch a new leadership development experience for the profession.

You will gain access to practical learning, tailored mentorship, networking opportunities and a supportive peer cohort while developing the confidence, capabilities and professional relationships needed for future leadership opportunities.

Your experience and feedback will help shape the future evolution of the Emerging HR Leaders Program and contribute to the development of future HR leaders across British Columbia and Yukon.

You will not just participate in the program. You will help build its future.