



« RELEASE YOUR CREATIVITY » PROJECT

WOMEN'S TRAINING IN LEADERSHIP AND TEAM MANAGEMENT

The *Release Your Creativity* project, developed in collaboration with Access:VFX, CyberCap and the École NAD-UQAC, aims to develop innovative solutions to the current labour shortage.

This two-year program offers solutions aimed at both recruiting and retaining existing talent.

The project is meant to be inclusive and is open to all studios.

It has four components:

- Creation of a leadership and team management training program aimed at increasing the number of women artists in management positions in order to achieve parity;
- Development of a mentoring program for young graduates so that at least 90% of the program's participants pursue their careers in visual effects over the long term;
- Organization of activities and initiatives aimed at the inclusion of all identities, to ensure the successful integration of everyone currently in employment in the industry;
- Implementation of industry-specific health and wellness initiatives, including work-family balance.

Details of the Women's Training in Leadership and Team Management can be found in the following sections.

LEADERSHIP AND TEAM MANAGEMENT TRAINING

This training program was prepared by the École NAD-UQAC, in partnership with the QFTC for the *Release Your Creativity* project, to meet the needs of women artists in visual effects and animation who hold or wish to hold management positions.

The program was developed in collaboration with a committee made up of representatives from Cinesite, Mikros, Mill Film and Reel FX.

More than a course, this training is intended to be a journey punctuated by conferences, sharing of experience, workshops and inspiration, all in a welcoming atmosphere.

Each lecture will be accompanied by practical exercises that will allow participants to acquire concrete tools to improve their leadership and team management skills.

Participants will have the opportunity to work with trainers specialized in coaching and management as well as women working in the industry who wish to share their knowledge and skills related to their position.

The program includes 6 sessions for a total of 24 hours of classes.

The first edition will be offered in French (the second in English).

A certificate will be provided to participants at the end of the program.

Number of participants: 2 places reserved per partner + 15 places distributed at the rate of 1 per studio on a first come first served basis. Priority will be given to studios that did not get a spot on the second year of the project.

Registration fee: \$500 + taxes (to be paid by the employer) - waived for the financial partners of the project. True cost: 3 600\$.

To register an employee of your studio for this training:

1. Identify one person from your team and confirm her interest in the training.
2. Send her name and contact to the following address: anne@bctq.ca.
3. An email will be sent to you afterwards to confirm the reservation and proceed with registration.

COURSE OUTLINE

Session 1: Thursday, March 26, 6:30pm-9:30pm

Launch of the project and introduction of participants

Conference: *What makes a good leader?*

Learning objective: To establish our personal and professional goals for this journey, to situate ourselves in our leadership and communication style.

Session 2: Saturday, March 28th, 12:00pm-5:00pm

Panel: *How did you become a lead?*

Objective: To identify with the paths of women who have gone up in their careers.

Conference: *Effective communication*

Learning objective: To learn how to communicate well so that the message is consistent with the understanding of it.

Session 3: Thursday, April 2, 6:30pm-9:30pm

Conference: *Unconscious biases*

Learning objective: Develop positive tools to overcome personal and external biases, especially in the studio environment.

Testimonial from a couple: *My VFX journey*

Session 4: Saturday, April 4, 12:00pm-5:00 pm

Afternoon theme: *Emotional intelligence*

First conference: *Self Leadership*

Learning objective: To become more aware of ourselves, our emotional reactions and blind spots, how to manage energy, stress and mindsets.

Second conference: *Leadership of others*

Learning objectives: How to develop trusting relationships with others, improve feedback and manage conflicts, and choose the right communication approach.

Session 5: Saturday 18 April, 12:00pm-5:00pm

Conference: *Moving up the ladder*

Learning objective: To learn about bias in decision making, to learn to evaluate and show our true value, to negotiate before you even begin to negotiate.

Co-development workshop: Using the tools developed throughout the training by working in teams on real-life situations that participants experience in the workplace.

Session 6: Thursday, April 23rd, 6:30pm-9:30pm

Closing of the training and networking event

Panel: *Learning how to network*

Learning objective: Develop new relationships to move up in your career, know how to surround yourself well, make allies.