



# KBRS REIGNITE

**Grow with Clarity. Lead with Confidence.**  
A 6-Month Holistic Leadership Journey for Women.

## Program Overview

REIGNITE is a powerful leadership development experience designed specifically for mid-career women who are ready to grow with purpose and lead with greater authenticity, and impact.

Participants will have the space, structure, and support to reflect, reset, and take bold action toward the next chapter in their leadership. Whether you're seeking greater influence in your current role, preparing for new leadership challenges, or craving clarity in a demanding season of life, this program provides a comprehensive framework to help you rise.

Drawing on the leadership expertise of KBRS, REIGNITE combines proven strategies with personalized coaching, peer connection, and wellness insights rooted in the lived experience of women leaders. The curriculum is designed to elevate not only your leadership capacity, but your overall well-being, recognizing that sustainable success is built when your life and leadership are in alignment.

Through interactive in-person modules, tailored one-on-one coaching, and access to inspiring speakers and peers, you'll leave the program with clarity, renewed energy, and a plan you can put into action, immediately and meaningfully.

## Upcoming Program

### January – June 2026

Virtual Kick-Off	Jan 7, 2026
Module 1	Jan 14, 2026
Module 2	Feb 11, 2026
Module 3	March 11, 2026
Module 4	April 15, 2026
Module 5	May 13, 2026
Module 6	June 10, 2026

## Who it's For

This program is designed for mid-career women in roles such as Manager, Director, Vice President, or Executive Director, across sectors, who are:

- Ready to lead with greater clarity and intention
- Seeking renewed energy and purpose in their leadership
- Preparing for the next level of growth and visibility
- Interested in expanding their network of like-minded women leaders

## What You'll Gain

Over six months, you will learn how to:

- ✓ Define your leadership strengths, mindset, and leadership identity
- ✓ Build presence and lead with greater confidence
- ✓ Set clear boundaries and advocate for themselves
- ✓ Learn strategies to strategically build trust and influence with impact
- ✓ Sustain energy and wellness across body, mind, and spirit
- ✓ Cultivate deep connections with a supportive peer network
- ✓ Create a personalized leadership growth plan



## The Learning Journey

Participants are invited to join a virtual welcome orientation to introduce the REIGNITE experience. This session sets the stage for personal growth, outlines key program milestones, and fosters early connections within the cohort.

Each participant completes a psychometric leadership profile. This provides deep insight into their leadership strengths and areas for growth, laying the foundation for personalized coaching and development throughout the program.

Participants receive a comprehensive resource workbook, designed to support reflection, application, and sustained growth between sessions. This guide becomes a personal leadership portfolio as participants progress through the program.

One-on-one coaching is woven throughout the journey, with sessions at the beginning and end of the program. These private sessions offer a space for deeper exploration, accountability, and the integration of learning into real-world leadership contexts.

The program culminates in a capstone session, where participants reflect on their journey, present their personal leadership vision, and step forward with renewed purpose and practical tools to support their next chapter.

## A Cohort Approach

Participants move through the REIGNITE experience as part of a connected, supportive cohort. This cohort model fosters meaningful relationships, deepens accountability, and builds a trusted circle of peers who grow together, share experiences, and offer insight across industries and life stages.

From the very first session, participants are encouraged to connect authentically, learn from one another's stories, and create a space where vulnerability and leadership can coexist. Group discussions, peer coaching, and reflection exercises are designed to help women leaders draw strength from shared experiences while developing their unique voice and path forward.

The cohort model ensures that REIGNITE is not just a program — it's a powerful community.

## Program Features

- Six In-Person Masterclass Modules (3 hours/month in Halifax)
- Five virtual pod connections, guided by a facilitator with specific discussions
- Two One-on-One Coaching Sessions (virtual)
- Psychometric Assessment with debrief
- Guest Speakers on Leadership, Health and Wellness
- Practical Tools and Take-Home Frameworks

## Your Facilitator



**Janice Tanner Ernst, CPHR**

Janice is a senior leader and skilled facilitator, with a track record of achieving results by building teams, supporting skill development, and meeting critical challenges through transformational change. She understands the challenges facing female leaders and brings her own experiences forward in a safe and supportive forum.



## Guest Presenters

**Catherine J. Woodman, APR, ICD.D** — Catherine is a well-respected leader known for her skill in creating and communicating vision and forging strategic partnerships. A dynamic and compelling speaker, she shares her insights in our "Communication and Influence Module".



**Dr. Ashley Margeson, ND** — A naturopathic doctor and TEDx speaker, Dr. Ashley ("Dr. Ash") combines clinical expertise with science-backed wellness strategies to help people build energy, prevent burnout, and create a life where health works for them—not against them. She shares her insights in our Wellness and Energy Module.

## Coaches and Mentors

Participants will be paired with a coach or mentor depending on their interests and responses to the intake questionnaire.



*A certified HR leader and coach, Janice partners with leaders to unlock their potential and create thriving workplace cultures. Drawing on years of senior HR experience, she helps participants strengthen leadership skills, navigate people challenges, and align talent strategies with organizational goals.*

— **Janice Tanner Ernst, CPHR** Senior HR Consultant, KBRS



*A certified leadership coach and seasoned HR strategist, Joanne helps leaders strengthen workplace culture, elevate team performance, and unlock the potential of their people. With over 20 years of experience guiding organizations through growth and change, she offers practical strategies to build engaged, high-performing teams.*

— **Joanne Brown, CPHR, CLC** Senior Associate, KBRS



*Catherine is a well-respected leader known for her skill in creating and communicating vision and forging strategic partnerships. A dynamic and compelling speaker, she shares her insights in our “Communication and Influence Module”.*

— **Catherine Woodman, APR, ICD.D**, Partner, KBRS



*A certified coach and seasoned talent advisor, Katherine blends nearly two decades of leadership experience with a passion for helping women reach their full potential. She brings strategic insight, practical career guidance, and a commitment to fostering growth in both people and organizations.*

— **Katherine Risley, FEC (Hon.)**, Managing Partner, KBRS



*An experienced leadership consultant and coach, Tony draws on two decades of guiding executives and teams to unlock potential, navigate change, and achieve ambitious goals. Known for his tailored, results-driven approach, he helps leaders strengthen performance and lead with impact.*

— **Tony Case, MSc, PhD**, Senior Associate, KBRS



*A seasoned executive coach and DEI advisor, Ryna draws on 25 years of leadership experience to guide women in advancing their careers with confidence and authenticity. Known for building trust and fostering meaningful change, she offers strategic insights and practical tools to help leaders thrive.*

— **Ryna Young, ACC**, Partner, KBRS



*A certified executive coach and dynamic facilitator, Heather empowers leaders to build inclusive, high-performing teams that drive lasting results. Drawing on over 20 years in leadership and HR roles, she blends insight, curiosity, and practical strategies to help leaders inspire growth and innovation.*

— **Heather Peters, PCC, MER, IPMA-ACP**, Senior Associate, KBRS



## Curriculum Overview

<b>Kick-Off Meeting</b> <b>Virtual Welcome</b> Wednesday, Jan. 7, 2026 – 9 AM – 10 AM	<ul style="list-style-type: none"> <li>• Connect with your Cohort and Facilitator for your first introduction to the program and one another</li> </ul>
<b>Module 1</b> <b>Foundations of Power – Rooting into Your Identity, Strengths, and Voice</b>  In-Person Cohort Session: Wednesday, Jan. 14, 2026 – 9 AM -12 PM  Virtual Mid-Month Session: Wednesday, Jan. 28, 2026 – 9 AM – 10 AM	<ul style="list-style-type: none"> <li>• Gain clarity on your core leadership values, personal identity, and purpose.</li> <li>• Understand how your lived experiences shape your leadership style.</li> <li>• Identify and articulate your unique leadership voice.</li> <li>• Recognize internal narratives or beliefs that limit your influence and begin to reframe them.</li> <li>• Build the self-awareness needed to lead authentically and intentionally.</li> </ul>
<b>Module 2</b> <b>Communication &amp; Influence – Refining How You Show Up and Lead Others</b>  In-Person Cohort Session: Wednesday, Feb. 11, 2026 – 9 AM -12 PM  Virtual Mid-Month Session: Wednesday, Feb. 25, 2026 – 9 AM – 10 AM	<ul style="list-style-type: none"> <li>• Strengthen your ability to communicate with clarity, confidence, and empathy.</li> <li>• Understand how to adapt your communication style to different audiences and power dynamics.</li> <li>• Use storytelling as a tool to build trust, inspire others, and advocate for change.</li> <li>• Learn techniques for navigating difficult conversations and advocating for your needs or ideas.</li> <li>• Increase your ability to influence without authority while staying true to your values.</li> </ul>
<b>Module 3</b> <b>Integrated Leadership – Building Trust, Performance, and Aligned Systems</b>  In-Person Cohort Session: Wednesday, Mar. 11, 2026 – 9 AM -12 PM  Virtual Mid-Month Session: Wednesday, Mar. 25, 2026 – 9 AM – 10 AM	<ul style="list-style-type: none"> <li>• Deepen your understanding of what builds and erodes trust within teams and relationships.</li> <li>• Explore aligned leadership by integrating your values, responsibilities, and energy.</li> <li>• Learn how to design systems (both at work and home) that support focus, clarity, and follow-through.</li> <li>• Set meaningful boundaries and strengthen your leadership presence through intentional habits.</li> <li>• Recognize the connection between trust, consistency, and high performance in your leadership.</li> </ul>
<b>Module 4</b> <b>Wellness &amp; Energy – Supporting the Whole Woman</b>  In-Person Cohort Session: Wednesday, April 15, 2026 – 9 AM -12 PM  Virtual Mid-Month Session: Wednesday, April 29, 2026 – 9 AM – 10 AM	<ul style="list-style-type: none"> <li>• Understand the physiological and emotional foundations of energy, burnout, and resilience, specifically for women leaders.</li> <li>• Learn how to monitor and manage your energy across daily, monthly, and seasonal cycles.</li> <li>• Develop self-leadership practices to support well-being across body, mind, and spirit.</li> <li>• Create personal wellness strategies that align with your leadership demands and life stage.</li> <li>• Normalize conversations around hormone health, rest, and recovery as essential to sustainable leadership.</li> </ul>

## Curriculum Overview

<b>Module 5</b> <b>Elevation &amp; Expansion – Designing What’s Next</b>  In-Person Cohort Session: Wednesday, May 13, 2026 – 9 AM – 12 PM  Virtual Mid-Month Session: Wednesday, May 27, 2026 – 9 AM – 10 AM	<ul style="list-style-type: none"><li>• Craft a bold, personal vision for your leadership and career trajectory.</li><li>• Understand how to navigate career pivots, plateaus, or periods of reinvention with clarity and intention.</li><li>• Explore your visibility and presence, how you’re seen, heard, and experienced by others.</li><li>• Learn how to articulate your brand in alignment with your goals.</li><li>• Identify opportunities to expand your influence, grow your network, and increase your impact.</li></ul>
<b>Module 6</b> <b>Capstone – Career Vision, 360 Reflection, Celebration</b>  In-Person Cohort Session: Wednesday, Jun. 10, 2026 – 9 AM – 12 PM	<ul style="list-style-type: none"><li>• Reflect on your leadership growth across the six-month journey.</li><li>• Gather meaningful feedback from peers to support ongoing development.</li><li>• Solidify your leadership vision and articulate it with confidence and clarity.</li><li>• Commit to a 90-day leadership action plan grounded in your strengths and aspirations.</li><li>• Celebrate the progress you’ve made and the leader you are becoming.</li></ul>

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## Program Fees

Regular Rate – \$4.600 / Participant

Early Bird / Group Rate – \$4.300 / Participant

*(Group rate applies when multiple participants register from the same organization. Early Bird rate available until October 24, 2025)*

Registration is limited. Group size will be kept small to facilitate rich discussion.

Registration Online:



<https://www.kbrs.ca/reignite-grow-clarity-lead-confidence>

Or contact Angela Mitton at 902.421.1723 | [amitton@kbrs.ca](mailto:amitton@kbrs.ca)