



Institute on
Governance

Institut sur la
gouvernance

Welcome to the IOG

The Institute on Governance (IOG) has championed good governance in the public interest since 1990. We are Canada's independent, non-partisan, charitable institution dedicated to enhancing governance excellence through learning and leadership programs, tailored advisory solutions, and by convening important discussions among public institutions and civil society organizations.

Why Choose the IOG?



Unmatched Experience

More than 35 years of delivering proven governance solutions across 35+ countries.



Trusted and Objective

Independent, non-partisan advice grounded in practical experience and rigorous analysis.



Custom Solutions

Tailored approaches that reflect the specific needs of organizations for their contexts.



Enduring Impact

Lasting results supported through ongoing support and capacity-building and follow through.



Learning and Leadership

IOG is a trusted partner for public sector professional development. We offer leadership programs and practical courses taught by practitioners with hands-on experience.

Our practitioner-led approach helps those working in and with the public sector build leadership and management skills, and deepen knowledge in governance, policy, project management, communication, and digital, science, and innovation.



Advisory Services

IOG provides advisory services ranging from refreshers on governance best practices to comprehensive reviews and restructures.

We work with public-purpose organizations of all sizes - offering general advisory services and specialized expertise in board and non-profit governance, digital governance, public-sector governance, and the governance of science and innovation.



Thought Leadership and Convening

Good governance is responsive to the issues of the day and evolving societal norms. The IOG convenes dialogues and produces research and commentary on a wide variety of governance related subjects.

Join us for a public event, or visit our Knowledge Hub to explore the latest insights.



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Our Leadership Programs

Executive Leadership Program (ELP)

Equips Directors and Senior Directors in Canada's federal public service to navigate the demands of modern, complex governance. Through a mix of expert-led discussions, peer dialogue, and reflective learning, participants explore six core themes of: Resilience, Vision and Strategy, Ambiguity, Collaboration, Complexity, and Innovation and Change.

Who Should Attend

Federal Government leaders at Director or Senior Director Level.

Duration

18 sessions across 7 months, including 2-day in-person sessions at the beginning, at mid-point, and at graduation. Remainder are delivered virtually in 3 half-day sessions per month.

Stepping into the Executive Cadre (SIEC)

Prepares public servants in manager and senior analyst roles for leadership at the executive level. Participants engage with insights from practitioners, expert guest speakers, self-awareness tools, and group coaching, all led by experienced executives who bring real-world insights into the classroom and as part of a leadership study tour to Montreal or Toronto.

Who Should Attend

Manager or Senior Advisor/Analyst level public servants preparing for the Executive Level, or newly appointed Directors.

Duration

Fully in-person program. 12 sessions total (four, 3-day modules) over 7 months with 3 action-learning group coaching sessions between modules, and a leadership study tour.

Leadership Development Program in Science and Innovation (LDPSI)

Focuses on the science and policy interface to support collaboration across science, technology, innovation, and policy, for better public-sector decisions. This program blends theory, guest speakers, hands-on learning, self-awareness tools, coaching, mentorship, and a group project assignment to provide a rich and intensive learning experience.

Who Should Attend

Individuals in science, technology, and innovation roles preparing for an Executive level position in the next 5 years, or Directors or Senior Directors that are new to government or new to managing teams with a science or innovation focus.

Duration

Hybrid program. 12 sessions across 10 weeks. Typically opening 3 days are in person, followed by online sessions (one per week), and a closing 2 day in-person session.

Digital Executive Leadership Program (DELP)

Designed for leaders at all levels of government who want to understand the challenges and opportunities for the public sector in the digital era. Led by experienced practitioners in public sector digital transformation, this program helps build digital literacy and leadership skills, including exploring innovative project management approaches and the impact of emerging technologies such as Artificial Intelligence.

Who Should Attend

Public sector managers, executives and specialists, in federal, provincial and municipal governments. Those in digital and IT roles, as well as those in policy, programs, and services are equally welcome.

Duration

5-day in-person intensive bootcamp with an evening dinner event.

Course Catalogue

The IOG offers **specialized courses** designed to provide concrete, practical-based knowledge and skills to support the professional development of anyone who works in or with the public sector. Each course is taught by an experienced facilitator with on-the-ground experience of the subject matter. Most courses are taught virtually, allowing public servants across Canada to participate fully. Some in-person offerings are also available.

Each of these courses can also be provided as **custom group training** - in-person or virtually- for your organization upon request. Most offerings are available to be delivered in English, French, or bilingually.

Leadership and Team Development

- [Change Management](#)
- [Collaborating and Managing Up](#)
- [Developing Coaching Skills](#)
- [Diversity Awareness and Anti-Racism](#)
- [Governance and Trust](#)
- [Leading Hybrid and Virtual Teams](#)
- [Leading Within Your Organization](#)
- [Leading Your Team](#)
- [Living with Change](#)
- [Managing Performance and Giving Feedback](#)
- [Project Management](#)
- [Resilience and Mental Health](#)
- [Resolving Conflict](#)
- [Retirement: Adventure or Misadventure? \(In-Person\)](#)
- [Stepping Up as a Frontline Leader](#)
- [To Be or Not to Be an Executive](#)

Science, Innovation, and Digital

- [AI Ethics and Policy for the Public Sector](#)
- [AI Overview and Intro to Prompt Engineering](#)
- [AI Workshop on Responsible Use for Real Work Products \(In-Person\)](#)
- [Digital Government](#)
- [Design Thinking and Innovation Hubs](#)
- [How Ottawa Works for Scientists](#)
- [Innovation and Experimentation](#)
- [Integrating Innovation, Science, and Policy](#)

Policy and Governance

- [Demystifying the Treasury Board Submission Process](#)
- [How Government Works](#)
- [How Parliament Works](#)
- [Memorandum to Cabinet Development Process](#)
- [Navigating Today's Modern Public Service](#)
- [Policy 1: Policy Cycle and Role of the Policy Analyst](#)
- [Policy 2: Evidence Based Policy Making](#)
- [Policy 3: Policy Formulation and Advice](#)
- [Policy 4: Innovation in Policy-Making and Behavioural Insights](#)
- [Understanding the Expenditure Management System](#)
- [Values and Ethics in the Public Sector](#)
- [What You Need to Know About Finance in the Public Sector](#)
- [What You Need to Know About HR in the Public Sector](#)

Communication and Engagement

- [Appearing Before a Parliamentary Committee \(In-Person\)](#)
- [Briefings on Demand Part 1: Written Briefs](#)
- [Briefings on Demand Part 2: Oral Briefs](#)
- [Storytelling for Deck Writers \(In-Person\)](#)
- [Storytelling for Public Servants \(In-Person\)](#)
- [Peer Consulting Accelerator: Get Unstuck on What Matters \(In-Person\)](#)

In-Person Bootcamps

Policy and Governance

Fast-track your policy expertise

An intensive two-day program for those new to policy or transitioning into policy-focused work.

Frontline Leadership

Build confidence and lead with impact

A two-day program for public service supervisors and managers focused on practical leadership tools.

Mastering Strategic Communication

Speak with clarity and purpose
A two-day, in-person program combining the power of storytelling with the craft of written and oral briefings.

To Be or Not to Be an Executive Bootcamp

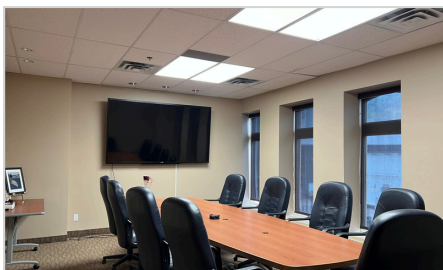
Get ready for executive leadership
This two-day program will give you insight into the world of an executive and help you decide next steps in your career.

Policy and Governance Learning Certificate

Recognizes professional development for policy and governance practitioners. Designed for current and aspiring policy and program professionals seeking to better understand and influence policy and decision-making processes.



What else can the IOG do for you?



Space Rentals

Host professional events near Parliament Hill. In the heart of Ottawa's ByWard Market, our meeting spaces are ideal for retreats, team building, and workshops.



Custom Courses

Because learning needs are diverse, the IOG offers customized training for organizations, tailored to your team's context. We can deliver most custom courses in English or French.



Coaching and Psychometric Tools

Personalized executive coaching, enhanced with psychometric tools to accelerate leadership growth.



Advisory Services

Practical, independent governance advice and facilitation, offering safe-space engagements and effective stakeholder collaboration.



Event Facilitation

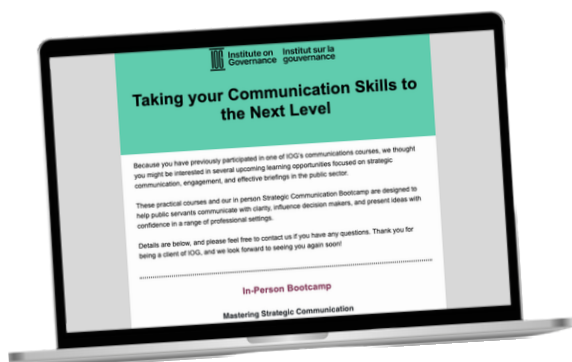
Experienced facilitators to plan and lead everything from consultations with partners to internal staff retreats.



Keynote Speakers

Experts on governance, policy, leadership, and public service modernization - available for keynotes and workshops.

Sign up to our Mailing List!



Scan the QR code to register