

A PRIVATE PRACTICE

# Leadership by Design.

By Harriet Thornhill

## i. WHAT IT IS

Introducing Leadership by Design, a private, three-month cohort experience for leaders (Director level and above). A carefully curated cohort of 10 leaders, by invitation or referral.

At its core, HT Leadership by Design is about how leaders think, how they show up, and how they navigate complexity in their leadership journey, whether stepping into a broader role, aspiring to one, facing an unexpected pivot, seeking a more intentional approach to how they lead, or simply wanting access to a dedicated space for increased insight, growth and impact.

It is an experience not intended to be a training program, but rather rich dialogue, access to peer and expert insights and perspectives, and practical tools and practices to strengthen leadership in the moments that matter most.

Participants engage in professionally facilitated conversations grounded in what they are working through, complemented by expert-led masterclasses.

## ii. WHAT PARTICIPANTS GAIN

A space for leaders to think more clearly, lead more intentionally, and create meaningful impact.

- 01** Increase high performance under pressure.
- 02** Deeper self-awareness, shaping how to lead and show up with intention.
- 03** Practical approaches to navigating complexity, adversity and change.
- 04** Perspective and insight from peers and experts.
- 05** A dedicated space to think, contribute, challenge, and refine direction where it fits.

## iii. THE EXPERIENCE

### PRE-COHORT

1:1 with Harriet in July

A founder conversation to shape the experience. Confidential onboarding, a self-reflection exercise, and other welcome details.

### COHORT SESSIONS

Bi-weekly, virtual

90-minute sessions across three months. August 24 to November 16.

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CLOSING EVENT & POST-COHORT

**In-person, November 30**

A 3-hour event with a keynote, panel, and breakfast networking, closing the experience together and sharing post-cohort opportunities.

**iv. FORMAT**

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**How the cohort is shaped.**

- Three months in duration.
- The 2026 cohort is for women leaders, director level and above. 2027 cohorts will include early professionals and mixed-gender executives.
- Curated cohort conversations grounded in participant-driven themes.
- Expert-led masterclass sessions on key leadership topics.
- Leadership reflections between sessions.
- Virtual sessions designed to integrate with professional and personal commitments.
- In-person session, including a celebratory closing event.

**Personalised and thoughtful.**

PERSONALISED EXPERIENCE

- Pre-cohort leadership reflection and preparation.
- 1:1 debrief with the founder and lead facilitator prior to the cohort.
- 1:1 session following the closing session.

**v. INVESTMENT**

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**\$3,000** CAD + HST · founding cohort rate

**vi. ABOUT THE FOUNDER & LEAD FACILITATOR**

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**Harriet Thornhill.**

Harriet Thornhill is a respected leadership voice in the community, with over four decades of experience at RBC, Canada's largest bank by market capitalization. She held senior leadership roles across Canada and internationally, helping lead through periods of growth, transformation, and increasing complexity.

Throughout her career, she has mentored, coached, and developed leaders across diverse backgrounds, and is recognized for building strong teams and leading with clarity, intention, and humanity.

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