

SPONSOR YOUR  
MOST PROMISING  
EXECUTIVES

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## Executive MBA The National Program

16-month program starting in August. Offered everywhere in Canada.



# WHY YOU SHOULD SPONSOR YOUR MOST PROMISING EXECUTIVES IN THE EXECUTIVE MBA AT SMITH

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The Executive MBA at Smith develops the talents of experienced managers and executives. By sponsoring a high-potential employee in this program, your organization gives a talented individual the chance to gain the strategic thinking and leadership skills of an MBA, without interrupting a promising career. You will be demonstrating commitment to your employees, and contributing to a culture of mutual support and loyalty. Sponsoring an employee in Smith's Executive MBA is a wise business decision. It may be the best way to show promising managers that they don't need to look outside the organization for opportunities that match their potential.

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## **A Corporate Investment That Yields Immediate Returns**

More senior managers choose Smith's Executive MBA than any other Executive MBA program in Canada. The program's outstanding reputation rests in our ability to impart ideas, tools, and concepts that experienced managers can apply to their own organizations. Many of our alumni have told us that they were able to recoup their organization's investment in their MBA degree within the first year, by immediately applying their learning from the program.

## **Who Takes Smith's Executive MBA?**

Smith's Executive MBA participants are seasoned managers and executives (average age 38) who bring 10 to 15 years of management experience to the program. The program appeals to experienced managers because we recognize their ability to move quickly from a foundation to advanced practice. Smith's Executive MBA provides a thorough grounding in general management fundamentals and an in-depth coverage of advanced management topics, all with a senior management focus. The courses are highly integrated and sequenced so as to allow each course to build on the content of the previous courses.

## **A Balanced Schedule**

Smith's Executive MBA allows participants to earn their degree in 16 months without having to interrupt their careers. Classes are held every other week, all day Friday and Saturday morning. Additionally there are three residential sessions during the program.

**GRADUATES OF ALL FOUR  
SMITH MBA PROGRAMS  
RECEIVE THE SAME MBA  
FROM QUEEN'S UNIVERSITY.**

# DEVELOPING TALENT FROM WITHIN

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Case studies and business experience have proven that it's better for an organization to develop its talent from within than to recruit from outside.

## **Nurture Your Best Talent**

Many organizations compare the value of an Executive MBA education for an existing employee to the cost of hiring a new MBA graduate. An MBA just out of school might easily take two years to learn the business. In contrast, an Executive MBA participant is already up to speed and contributing to the organization during the program, clearly making sponsorship the more cost-effective option.



## **A Senior-Level Focus**

For both participants and the sponsoring company, the program's impact is immediate. Participants bring their job experience to the classroom and take their classroom insights back to their jobs. The integrated team-based learning approach of Smith's Executive MBA also gives employees insights into other areas of the organization. The participant becomes a more effective team member, and a more proactive agent of change.

The senior management focus of the program develops advanced decision-making, problem-solving and leadership skills. Smith's Executive MBA participants quickly begin to operate at a higher level, and their skills continue to improve over the next 16 months.

## **Financial Returns**

The most significant returns for the sponsoring organization come from a variety of course projects that focus on key issues in your organization. Experience shows us that many of these projects have saved organizations considerable expense, or pointed the way to attractive new opportunities. The long-term payoff comes from the powerful positive impact your employee has on the future of your organization.

# DEVELOPING EXECUTIVES IS OUR BUSINESS

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At Smith, the Executive MBA program is our core business. We dedicate our renowned professors to help develop your best people.

## **Team-Based Learning**

Smith School of Business uses the power of teams to create a highly supportive and collaborative learning experience. Teams function just as they would in the workplace – drawing on the diverse skills and experiences of all team members. As a result of this unique team-based approach, participants develop strong team and leadership skills that can be applied in their workplace.

## **Integrated Cross-functional Approach**

Through a combination of classroom instruction, case studies, simulations and real-world application, participants learn an integrated, cross-functional approach to problem-solving.

## **Personal Development**

At the start of the program, participants will receive a sophisticated personal assessment to identify their individual strengths. Then, throughout the program they will receive professional one-on-one personal development coaching to help them build on these strengths.

## **Strategic Electives**

Unlike most other Executive MBA programs, Smith's Executive MBA allows for participants to pursue one of three elective streams – Finance, Marketing, and Project Management – providing a deeper level of understanding in their key area of interest.

## **Global Management**

The program prepares participants to manage effectively in the global economy, covering areas such as global economics, international trade, international partnerships and cross-cultural management.

## **Outstanding Faculty**

The faculty team at Smith is comprised of astute business leaders and researchers, many of whom have been honoured with teaching awards by Queen's University and the business press.



## **Major Projects**

During the program, participants undertake two major projects. The first is an individual project, for which the participant can choose between a New Venture Project and a Management Consulting Project. Most participants choose to do a project that relates to their own organization, thereby providing significant value back to their employer. The second project is the team-based Global Business Project, which provides a valuable real-world international business experience.

## **Unparalleled Support**

Smith School of Business has an unparalleled team of support staff and advisors who assist students in meeting the high academic standards of the program. No other Canadian MBA program offers this kind of support.

# FREQUENTLY ASKED QUESTIONS

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## **Is an Executive MBA the equivalent of a full-time MBA?**

Absolutely. This is an academically rigorous program. Graduates earn an MBA degree from Queen's University – the same degree they would earn in our full-time MBA program. The program curriculum is very similar. In fact, most differences are due to the fact that our EMBA participants have significantly more work experience.

## **How much time will the employee spend away from work?**

Classes are held all day Friday and Saturday morning every other week. The program typically requires 25 hours each week including classes, study time, team meetings and assignments. As well, there are three on-campus sessions in Kingston – a two-week Opening Session, a seven-day Creativity and Innovation Session and a seven-day Strategic Electives Session. Most participants report that their MBA experience significantly enhances their time management skills.

## **What if my employee is transferred to another city?**

The Executive MBA learning model enables participants to take the program from virtually anywhere in Canada, so it is highly likely your employee will be able to continue their studies uninterrupted.

## **How can I ensure the employee won't leave after we've paid for the Executive MBA?**

Smith's Executive MBA participants are eager to take on more responsibility once they've graduated, and allowing them to grow within your organization will strengthen their desire to stay. However, many employers use length-of-service or forgivable loan agreements with their sponsored candidates to encourage the employee to stay with the organization. The parameters of these agreements are entirely up to the signing parties, but they usually include a payback schedule if the employee leaves, or a contract for several years beyond graduation.



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