

# Rotman-CCCA's Business Leadership Program for In-House Counsel: The Business Case

**Rotman**



Effective in-house counsel need to be more than legal advisors. They must be strategic business partners who understand their organization's issues, and produce solutions that properly balance internal political and business considerations. This responsibility requires a greater and more diverse skillset – including knowledge and skills that are not taught in law school.



**For more information, including the course agenda, visit the Rotman School of Management's website.**

To fill this gap, the University of Toronto's Rotman School of Management and the Canadian Corporate Counsel Association developed this program – the "mini MBA" for lawyers. The only one of its kind in North America, it enables in-house counsel develop actionable business insight, understand financial statements and the bottom-line impact of executive decisions, and contribute to their organization's strategic planning and success. The resulting certification, Certified In-House Counsel - Canada (CIC.C), positions in-house counsel as valuable legal and business leaders in their organizations.

For in-house counsel, this program will:

- Promote financial acumen so that you understand your organization's financial statements, some core performance measures and how your actions will impact the financial results. As 61% of participants who enter the program are at a managerial level within their organizations, this knowledge immediately increases your value.
- Focus on organizational dynamics and business knowledge so that you understand how the organization as a whole works and can support more informed decisions that are aligned with the organization's strategy. This skill positions you to advance your career quickly, as evidenced by the 40% of participants who have received a promotion since taking the program.
- Build confidence and position you as a trusted advisor and leader when reporting to and working with senior management and the Board.

You will learn this executive presence not only from the coursework but also from your peers, as 41% of participants who enter the program are at the Director, GC, VP or CEO level.

- Provide a network of other in-house leaders facing similar challenges and opportunities you can rely on.

Organizations' leaders rely on their legal department for the support and advice they need in a language they can understand to make sound business decisions. Also, as in-house counsel are taking on additional responsibilities within the organization, including HR functions, governance, ESG, privacy and security, their value and influence continues to grow.

For the organization, this program will:

- Enhance communications and working relationships with the legal department because its lawyers will be speaking the language of business and thinking as business "enablers," having learned from the world's leading business thinkers at Rotman.
- Promote more informed and commercially savvy decisions that are aligned with the strategic vision, which creates a competitive advantage and tangible positive bottom-line results.
- Foster in-house counsel engagement and loyalty toward the organization, leading to better retention rates and performance, when participation is supported by the employer.