

# IBL EMBA



FALL 2024

Indigenous Business Leadership Executive MBA



**SFU** BEEDIE SCHOOL OF BUSINESS  
SEGAL GRADUATE SCHOOL

# GROWING THE WEALTH OF OUR NATIONS

The SFU Indigenous Business Leadership Executive MBA (IBL EMBA) is an MBA designed for mid-career Indigenous leaders working within the context of Indigenous Business, Governance and Leadership. This 5 semester program weaves together Indigenous worldviews with business theory and skills to provide you with the tools to create economically sustainable communities. The program's design honours your full time working, community and family responsibilities while you are studying. Join our community of Indigenous leaders who have earned their MBA and continue to contribute to growing the wealth of our nations.



Welcome to SFU featuring Chief Ian Campbell



## ABOUT SFU BEEDIE

Born of SFU's radical roots, the Beedie School of Business is a school of firsts: the 1st and only university in North America to offer an Indigenous Business Leadership Executive MBA; the 1st in Canada to offer an Executive MBA; and the 1st in Canada to offer a Management of Technology MBA. Today, we are proud to recognize over 100 Indigenous community leaders who have earned their Indigenous Business Leadership Executive MBA and are advancing Indigenous business management, economic development, Nation-building, and self-determination.

# STUDY WITH AN INDIGENOUS COHORT



**177** Alumni

**41** Average Age

**16** Average years of work experience

**8** Average years management experience

for all IBL EMBA cohorts

The IBL EMBA explores the modern day economy through contemporary business practices while recognizing, respecting and creating space for traditional ways of knowing, being and doing. This program is designed for leaders who are wanting to bring community wisdom into business decision-making.

IBL EMBA students are leaders who share a vision for economic development, Nation-building, collaboration and partnership.

Your classmates will include:

- community and organizational leaders in the private, not for profit, government and corporate sectors
- entrepreneurs
- trustees
- board directors

## HOW DOES IT WORK?

The IBL EMBA schedule enables you to study while you continue working. This program will provide you with strategic management skills and will prepare you to take on new responsibilities at work and within your community. You will gain additional perspective to new ideas, apply learned theories and approaches and develop and implement meaningful and significant projects for your organization.

The blended learning experience takes place over five semesters. Each semester you will gather with your classmates in community for a 1 week intensive in-class learning experience. In addition to this 1 week face to face learning, you will continue to gather online twice a week for 8 more weeks of online classes per semester. Every semester you will complete 3 courses, 1 in person and 2 online. In addition to the face to face and online synchronous learning, you will be required to create time for reading, writing, critical thinking and team work. You will be contributing to both individual assignments and group projects. Plan to prepare for 10 – 15 hours of school work a week in addition to the time you spend in class.

The learning environment is one that will be respectful and reciprocal; you will learn from each other and your instructors as much as they will learn from you.

### Industries:

Non-profit, Manufacturing, Education, Retail, Energy, Government, Real Estate, Financial Services, Media/Entertainment



Why take the program

### Nations:

Anishnaabe, Athabasca Chipewyan First Nation, Berens River, Blackfoot Confederacy, Blood Tribe, Canoe Lake Cree, Chippewyan, Cowessess, Cowichan, Cree, D ne, Gitksan Nation, Gwitchin, Haida, Heiltsuk, Henvey Inlet, Iskut, Kahkewistahaw, Fort McKay, Kainai, Key, Kwakwaka'wakw, Kwanlin Dun, LecSoul, Leq'a:mel, Lheidli T'enneh, Lytton, Metis, Mi'kmaq, Mikisew, Mohawk, Mountain Cree, Nak'azdli Whut'en, Nakoda, Nakota Sioux, Nlaka'pamux, Nlekepmx Territory, Nooaitch Indian Band, Northern Tutchone from Wolf Clan, Ojibwe, Pimicikamak Cree, Quw'utsun Tribes, Secwepemc/Gitksan/Tsimshian, Shishalh, Siksika, Slave Lake, Squamish, Syilx, Tahltan, Tlingit/Champagne-Aishihik, Ts'kw'aylaxw, Tsilhqotin, Tsuut'ina, St'at'imc, Sauteaux, Stolo Territory, Stoney Nakoda, Thunderchild, Tkeml ps te Secw pemc, Tse'khene, Wabigoon Lake Ojibwe, Wet'su'wet'en, Xai'xais, Xeni Gwet'in

The IBL EMBA shares with you an in depth view of how business and organizations are structured and managed. This program provides you with the skills to develop your business mindset and conceptual frameworks for new levels of responsibility.

You will learn to apply a strategic and collaborative perspective to changing environments and diverse challenges.

# BUILD BUSINESS LEADERSHIP AND MANAGEMENT COMPETENCIES



# WORLD-CLASS FACULTY



Our school's greatest resource is the expertise of our faculty. As researchers at the forefront of their fields, they are experienced classroom instructors who will give you the support and tools you need to succeed.

**Dara Kelly, PhD  
and MComm (Auckland), BA (UBC)**

ASSISTANT PROFESSOR, BUSINESS AND SOCIETY

Dr. Dara Kelly is from the Leq'á:mel First Nation, part of the Stó:lō Coast Salish. In addition to teaching in the Executive MBA in Indigenous Business Leadership, Full-Time MBA, and Part-Time MBA, she conducts research using research methodology emerging from Coast Salish philosophy, protocols and worldview.

Dr Kelly is a recipient of the 2020 Early in Career Award for CUFA BC Distinguished Academic Awards. Her research helps fill in gaps in the literature on the economic concepts and practices of the Coast Salish and other Indigenous nations. She has presented in numerous conferences and public spaces in an effort to challenge conventional economical practices and inform positive change by drawing on knowledge of Indigenous economics. She is also Co-Chair of the Indigenous Caucus at the Academy of Management and serves on the board of the Association for Economic Research of Indigenous Peoples.



**John Borrows, PhD, LLM, JD, MA, DHL, BA (Toronto), LLD (Dalhousie)**

VISITING PROFESSOR, MANAGEMENT AND ORGANIZATION STUDIES

Professor John Borrows is the Canada Research Chair in Indigenous Law at the University of Victoria Law School. He also is a Visiting Professor at the SFU Segal Graduate School at the Beedie School of Business and teaches in the EMBA in Aboriginal Business and Leadership. Prior to joining the University of Victoria, he was Professor and Robina Chair in Law and Society at the University of Minnesota Law School and Professor; as well as holding positions teaching Indigenous Law at the University of Toronto, University of British Columbia and Osgoode Hall Law School.



**Eric Werker, PhD and AB (Harvard)**

PROFESSOR, STRATEGY / INTERNATIONAL BUSINESS, WILLIAM SAYWELL PROFESSORSHIP IN INTERNATIONAL BUSINESS

Dr. Werker is an Associate Professor at SFU Beedie and the university's academic lead to the Canadian International Resources and Development Institute.

Dr. Werker researches how less developed countries can build more thriving and inclusive private sectors, particularly when they are rich in natural resources, and how international actors can play a positive role in creating successful societies.



**June Francis, PhD (Washington), MBA (York), LLB (BPP Law School), BSc (UWI)**

ASSOCIATE PROFESSOR, MARKETING / BUSINESS AND SOCIETY / INNOVATION AND ENTREPRENEURSHIP

Dr. June Francis is Cofounder of The Co-Laboratorio, Director of the Institute for Black and African Diaspora Research and Engagement, Cofounder of the Black Caucus at SFU and an Associate Professor in the Beedie School of Business and was the Special Advisor to the President of Simon Fraser University on Anti-Racism. She is also Board Co-Chair of The Hogan's Alley Society. Dr. Francis was appointed Chair of the Anti-Racism Data Committee by the Province of BC, aimed at using data to identify and eliminate systemic racism in the public sector. June has been recognized by the Province of British Columbia, The National Congress of Black Women as a Trailblazer and named to Vancouver Magazine's 2022 and 2023 Power 50 list. She received the 2021 Rosemary Brown Award for her work to bring equality for girls and women and received the Service Award and The Canada Trust Teaching award from the Beedie School of Business.

# CURRICULUM

## BUILD MANAGEMENT, COMPETENCE AND CONFIDENCE

The IBL EMBA gives you a 360-degree view of organizations, a capacity for aligned decision making, and a conceptual framework for new levels of responsibility. You'll learn to apply a strategic perspective to changing environments and diverse challenges.

The program themes are developed within the framework of Indigenous rights to self-governance in political and economic matters:

- Entrepreneurship and business development
- Building capacity of people and organizations
- Sustainable, cultural and environmental stewardship
- Principled leadership and governance

You explore these themes through specific courses over two years.

### YEAR 1

#### FALL 2024

- Orientation (*In person*)
- Indigenous Business Leadership and Organization (*In person*)
- Financial and Managerial Accounting (*Online*)
- Project Management (*Online*)

#### SPRING 2025

- Data and Decision (*Online*)
- Entrepreneurship and Innovation (*Online*)
- Policy and Governance (*In person*)

#### SUMMER 2025

- Negotiations (*Online*)
- ST: Managing People and Organizations (*Online*)
- Finance (*Online*)
- Indigenous Economies (*In person*)

### YEAR 2

#### FALL 2025

- Topics in Sustainability (*In person*)
- Marketing (*Online*)
- Strategy (*Online*)

#### SPRING 2026

- ST: Native Nations Institute (*Online*)
- Project Preparation (*Online*)
- Applied Project (*In person*)

*\*Curriculum subject to change based on faculty availability*



Profile of Andrew Bak from the Tsawwassen First Nation

The IBL EMBA is reflective and inclusive of students. We are committed to a learner-focused design and continue to evolve the program to ensure we remain relevant and impactful for the students and communities we are in service to. This program is based on mutual respect for the learner and the teacher. Your faculty share the subject matter content and create space for students to bring their wisdom to the classroom to create new solutions that are applicable to our communities. The classroom is curated to create a reciprocal knowledge exchange and is enhanced by the experience that that draws on, respects and explores the unique experiences, challenges, strengths, culture and representation of students.

### **BUILD STRONGER NETWORKS**

You will have the opportunity to build relationships with different Nations, students, faculty, business representatives and leaders, and industry and community leaders.

### **INTERACTIVE LEARNING ENVIRONMENT**

The classroom environment involves discussion and group work, where some of the most valuable teaching and learning moments take place. Classes are highly interactive and vary from lectures to presentations and simulations. Many of the readings are real-life cases that form the basis for discussion and assignments. You will study with a supportive group of people who understand the context you are working in.

### **EXPERIENTIAL LEARNING**

Cases and projects bring leading business knowledge to life. Cases consist of real business scenarios that put you in the role of the decision maker. Assignments and class discussions mirror the challenging situations that you and your fellow students encounter in your professional lives and prepare you for future roles and responsibilities.

### **GAIN NEW PERSPECTIVES**

You will journey through this program with the same cohort of 35 students, enabling you to build strong friendships and networks. Students will be assigned to small, self-managed teams of four to five people who will work together on projects and presentations. The rich business, cultural and life experience of each student helps create a rewarding class and team experience.

### **ATTEND COURSES IN COMMUNITY**

Our face to face classes will take place in different communities. To date, we have visited these nations apart of programming: Whistler, BC on the Squamish and Lil'wat Nations; Vancouver, BC on the unceded territories of the Squamish, Musqueam and Tsleil-Waututh Nations; The Chippewas of Rama First Nation, ON; Stó:lō traditional territories, BC; and the Whitecap Dakota Nation. Your online classes can be taken in the comfort of your home, at your office, or out in the bush. As long as you have internet connectivity, you can join us from wherever you are.

# JOIN A COMMUNITY OF SHARING AND LEARNING



# IBL EMBA ALUMNI SPOTLIGHT

Wanda Rockthunder felt that the path she was following was not leading her to the places she wanted to go. After years of dedicating her life to helping Indigenous Peoples in promoting health and wellness, Wanda decided that she wanted to expand her education in order to enhance her career and role as an educator. Wanda chose the IBL EMBA for its unique Indigenous content and because of how this content is incorporated into her learning. Today Wanda is a Business Instructor at the Saskatchewan Indian Institute of Technology and plans to continue her business education by pursuing her PhD.

**WANDA ROCKTHUNDER**  
(PIAPOT FIRST NATION, SASKATCHEWAN)

**BUSINESS INSTRUCTOR, SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES**

*"I like that we are respected as Indigenous Peoples and that SFU Beedie has worked to create this program. I have never felt more comfortable in my learning. I feel fortunate to be at such a prestigious university and to be flourishing at SFU Beedie."*



**CONNIE DAVIS**  
(WEST MOBERLY FIRST NATION, BRITISH COLUMBIA)  
**FIRST NATIONS HOUSING SPECIALIST,  
CANADA MORTGAGE AND HOUSING CORPORATION (CMHC)**

*"I wanted to make a career change. I knew that if I invested in myself with an MBA that it would give me the mobility I was looking for to pivot successfully into a new career."*

Connie Davis wanted to learn what it meant to govern and lead from an Indigenous perspective. Having always worked with First Nations, she knew that she wanted to be a part of many Nations' journeys. Connie chose the IBL EMBA to learn the tools that she needs to build strong relationships with her clients and deepen her conversations with them. Today Connie continues to be a part of her clients' journeys by understanding where they're coming from and helping them reach their goals.

# PROGRAM REQUIREMENTS

If you share a passion and vision for growing the wealth and health of our Nations through leadership, governance and business we would like to hear from you.

In your application, we take into account your work and life experiences and are included in your education considerations. Following is what it takes to get into the program.

## APPLICATION PROCESS

- Complete the online application form
- Required supporting documents:
  - Transcripts
  - Personal reflection
  - Resume
  - 3 letters of reference that speak to your business/leadership acumen, managerial/supervisory experience and relationship with/to community
- Interview for shortlisted candidates
  - Applicants are reviewed and admitted on continuous basis until the class is full

## ADMISSION REQUIREMENTS

- Business experience: 10 or more years of business and community experience, with at least four of those years in a managerial or executive position.
- Academic achievements: An undergrad degree in any discipline. Applications may be considered where the applicant has followed an alternate educational path and the applicant has extensive experience in an educational, community or professional setting.

## FALL 2023 APPLICATION DEADLINES

- Round 1: November 10, 2023
- Round 2: January 26, 2024
- Round 3: March 29, 2024
- Final Round: May 24, 2024

*Please keep in mind that we process applications on a rolling basis and admissions decisions are handed out between application deadlines. You do not need to wait for a deadline to apply.*

## TUITION AND FEES

- Tuition: \$61,692\*
- Student fees: \$1,420.39
- An additional cost of \$2,000 – \$4,000 may be required for courses in community

*\*Subject to Board of Governors approval*

## CONNECT

To connect with an advisor, please contact us at [ibl\\_embba@sfu.ca](mailto:ibl_embba@sfu.ca).

We will be happy to help you.





## SFU BEEDIE SCHOOL OF BUSINESS

Segal Graduate School  
Simon Fraser University  
500 Granville Street  
Vancouver, BC Canada  
V6C 1W6

Tel: 778 782 3552

Fax: 778 782 5123

Email: [ibl\\_emba@sfu.ca](mailto:ibl_emba@sfu.ca)

[beedie.sfu.ca/ibl-emba](http://beedie.sfu.ca/ibl-emba)

[facebook.com/SFUBeedie](https://facebook.com/SFUBeedie)

[twitter.com/SFUBeedie](https://twitter.com/SFUBeedie)



Simon Fraser University respectfully acknowledges the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish), səliłwətaʔl (Tsleil-Waututh), qíćəy̓ (Katzie), kʷíkʷəłəm (Kwkwetlem), Qayqayt, Kwantlen, Semiahmoo and Tsawwassen peoples on whose unceded traditional territories our three campuses reside.