



CANADIAN BAR ASSOCIATION
IN-HOUSE
LAWYERS

Rotman

DENTONS



LexisNexis

BUSINESS LEADERSHIP PROGRAM FOR IN-HOUSE COUNSEL: THE BUSINESS CASE

Effective in-house lawyers are more than legal advisors — they are strategic business partners.

They must navigate complex organizational dynamics, balance legal and commercial considerations, and deliver solutions that align with business priorities. These demands require advanced business and leadership skills rarely taught in law school.

To close this gap, the University of Toronto's Rotman School of Management offers the Business Leadership Program for In-House Counsel — the “mini MBA” for lawyers — in partnership with CBA In-House Lawyers, Dentons and LexisNexis. The only program of its kind in North America, it equips in-house lawyers to interpret financial statements, assess the bottom-line impact of executive decisions and contribute meaningfully to strategic planning. Graduates earn the Certified In-House Counsel – Canada (CIC.C) designation, positioning them as both legal and business leaders.

Benefits for In-House Counsel

- **Flexible format:** A 10-month hybrid curriculum combining live online learning, self-paced modules and an in-person session — designed for professionals balancing career demands with development.
- **Practical learning:** Rotman faculty deliver a rigorous, real-world curriculum using case studies, simulations and peer collaboration, enriched by insights from senior in-house lawyers across Canada.
- **Leadership readiness:** The program reflects today's expanded in-house role, where 60% of participants have added responsibilities in compliance, ESG, diversity and operations.
- **Proven career impact:** Over 42% of graduates have been promoted since completing the program — clear evidence of its value for career advancement.
- **Strategic positioning:** Earning the prestigious CIC.C designation gives you the credibility and influence to be recognized as a trusted advisor and business leader.

Benefits for Organizations

- **Stronger communication:** Lawyers who speak the language of business and act as strategic enablers, improving collaboration between legal and other departments.
- **Better decisions:** Counsel who can align legal strategies with commercial objectives, driving competitive advantage and measurable bottom-line results.
- **Leadership pipeline:** Developing in-house lawyers into future business leaders ensures organizational continuity and resilience.
- **Higher engagement and retention:** Supporting professional growth fosters loyalty, motivation and long-term contribution.



SCAN FOR
MORE INFO

As in-house lawyers take on broader responsibilities, including HR, governance, ESG, privacy and security, this program equips them with the knowledge, skills and network to lead in the boardroom and across the organization.