



FOUNDATIONS OF LEADERSHIP COHORT PROGRAM CURRICULUM

The outline below is a sample of what we deliver as part of our Foundations of Leadership Program. Additional content areas are also available or can be designed based upon the needs identified in the assessment phase.

LEADING SELF

Session One: Leadership Transitions

- Best Leader Exercise
- Transitions of Leadership: What Got Me Here Won't Get Me There
- Implications of Change: Giving Up My Lego's Article and Discussion
- Pillars of Leadership
- Defining Power and Authority
- Emotional Intelligence, What Is It and Why It Matters
- Life Map Exercise

LEADING SELF

Session Two: Prioritization, Delegation, and Energy Management

- Important Versus Urgent Matrix
- Understanding the Power of Leverage
- Defining Priorities for Self and Others
- Delegation: What and How to Delegate Effectively
- Managing Energy, Differentiating it From "Balance"
- Exercise on Personal Energy Management
- Action Plan for Leading Self

LEADING OTHERS

Session Three: Building A Team

- Factors in Organizational Design
- Defining Capability Needed to Drive Results
- Job Profile Building
- Sourcing Strategies
- Designing an Effective Interview Process
- Selecting and Onboarding Talent

LEADING OTHERS

Session Four: The Fundamentals of Employee Engagement

- Providing Clarity and Setting Expectations
- Defining Systems of Accountability
- Providing Timely and Effective Feedback
- Pro-Actively Managing Performance Issues
- Defining the Role of Leader as Coach
- Good Coaching Questions
- Situational Leadership Model
- Structuring One on One's

LEADING THE ORGANIZATION

Session Five: Influence, Power, and Authority

- Working Across the Organization: Partnering and Collaboration
- Understanding Your Personal Power and Its Impact
- Influence Without Authority
- Managing and Leading Up
- Understanding Strategy and Cascading of Goals
- Managing Change and Fast Growth
- Scaling a Start Up