Module 1. The Leadership Challenge

Objectives

- Understand how organizational and personal missions, values, and ethics align
- Understand the organizational work flow: your role in the overall process of serving the organization
- Know the Core Leadership competencies and structures needed for success
- Understand the neuroscience of behaviors (From Neuroscience of Leadership)
- Understand the impact of leadership (From Neuroscience of Leadership)

Key Concepts

- Organizational Roles Model
- Smart and Healthy Organizations
- Leadership 2.0 core and adaptive leadership
- The Servant Leader: traits, beliefs, behaviors, relationships. Why Servant Leadership works.
- Personal mission, values, and ethics: how well do individual and organizational values align?
- Success factors

Suggested Tools and Resources

- Books: Leadership 2.0,
- Assessment: Leadership 2.0,
- Transactional Flaws
- The Art of Possibilities
- Values Assessment

Action Challenge: Create a personal vision and mission, Take the Leadership 2.0 assessment

Module 2: Critical Thinking and Innovation

Objectives

- Understand a variety of decision-making approaches
- Learn a positive alternative to traditional problem solving processes
- Move from putting out fires/reacting to being pro-active and thinking strategically
- Learn presentation skills that advance ideas and gain support

Key Concepts

- Review Leadership 2.0 Results
- Decision-making styles
- Problem solving
  - Appreciative Inquiry: building on what we’re doing right
- Strategy – the Big Picture
  - Leveraging emerging opportunities

Suggested Tools and Resources
• Leadership 2.0 Action Plans
• Book: Mind Gym
• Appreciative Inquiry article
• Speaker: Ray Weaver - Critical Thinking

Action Challenge: Use appreciative inquiry on one of three challenges. Identify the goal and explain how that decision was made. Select three specific actions that you want to practice and list them in your action plan. Identify someone who can mentor you along the way.

Module 3. Leveraging Emotional Intelligence

Objectives
• Gain awareness of EQ and how EQ effects teams and organizations
• Understand how to recognize and manage our own emotions
• Gain awareness of one’s own communication style and its impact on others
• Learn 3 essential communication skills
• Build ability to communicate effectively in challenging situations
• Understand the power of Leadership Presence (From Neuroscience of Leadership)

Key Concepts
• Leadership 2.0 Action Plan updates
• Define EQ and create awareness
• Building rapport that supports influence
• Sharing the Big Picture
• Collaborating: working effectively with different communication styles
• Active Listening (use video for case study)
• Powerful Questions that yield understanding and maintain rapport
• Giving Feedback: Direct statements
• Creating communication guidelines
• Critical conversations, highlighting practice
• Leadership Presence and Presentation Skills

Suggested Tools and Resources
• EQ Assessment
• Interpersonal Influence Inventory
• Book: Just Listen by Goulston
• Listening Assessment
• “What’s My Communication Style” Assessment
• Leadership Presence self-Assessment
• Amy Cuddy Ted Talk
• Leadership 2.0 Action Plans

Action Challenge: Identify 4 key conversations based on challenging situations. Each team must identify the communication style, identify the key questions that must be answered before the
conversation, prepare, and demonstrate the conversation using what they have learned from the class. Create a Ted Talk to share key learnings in session 6

Module 4. Sustaining Transformational Change

Objective
- Understand the neuroscience of change
- Understand the impact of change on individuals and the organization
- Understand how Positive Psychology can help facilitate change
- How communication effects change
- Meeting challenges, anticipating and managing change
- Foster leadership traits and behaviors that build trust (From Neuroscience of Leadership)

Key Concepts
- Review Leadership 2.0 Action Plans
- Bridges and Kotter Models
- The Neuroscience of change
- SCARF
- How leaders Inspire Action
- Self-awareness: how leader behaviors impact the team (From Neuroscience of Leadership)
- Building a Circle of Safety – Simon Sinek U99 Talk (From Neuroscience of Leadership)

Suggested Tools and Resources
- Scarf Assessment
- Strengths Finder


Model 5: High Performance Teams

Objective
- Foster leadership traits and behaviors that build high-performing teams

Key Concepts
- High-performance team building
- Strength-based culture: applying the AI 4-D model
- Fostering ownership and self-direction
- Self-awareness: how leader behaviors impact the team
- The power of recognition
- Building a culture of trust: The Power of Vulnerability (B. Brown)
- Inspiring a shared vision
- Collaboration – among team members, team to team, overcoming silo thinking
Suggested Tools and Resources
- Start with Why (book and ted talk)
- Book: Covey Trust Speed of Trust
- The Power of Vulnerability Ted talk

Model 6: Leading in Mental Health Settings

Objective
- Integrate Leadership principles into Mental Health Settings

Key Concepts
- Review Leadership tools and concepts
- Discuss putting data from assessments into action
- Review Leadership 2.0 Action Plans

Suggested Tools and Resources
- Certificates
- Leadership Development Plan

Action Challenge: Present individual Ted Talk’s