Course Title

Healthy Leader, Healthy Organization

Course Provider

BTI Consulting Service

Instructor / Course Developer

Dr. Benjamin T. Iobst, Ph.D.

Course Delivery Method

Self-paced, asynchronous online learning

Total Instructional Time

3.0 CEU / PDH hours
(180 minutes of asynchronous instructional content)

Course Level

Introductory to Intermediate

Target Audience

This course is intended for:

- Organizational leaders and supervisors
- Managers and executives
- Human resources professionals
- Public safety, healthcare, education, nonprofit, and corporate leadership
- Professionals responsible for organizational culture, performance, and workforce wellbeing

Applicable across industries and organizational settings.

Course Description

Healthy Leader, Healthy Organization is a **self-paced, asynchronous online leadership development course** designed to strengthen organizational health through intentional, observable leadership behaviors. Participants progress independently through structured instructional content, applied frameworks, and guided reflection activities, allowing flexibility while maintaining rigor and accountability.

Rather than focusing on personality traits or individual deficits, the course examines how **leadership patterns and behaviors** shape trust, decision clarity, psychological safety, workload sustainability, and long-term organizational performance. Emphasis is placed on the distinction between leadership intent and leadership impact, and how small, consistent behavior changes by leaders can significantly improve organizational functioning.

This course is **non-clinical**, **non-diagnostic**, and **non-evaluative**, and is intended solely for professional education and leadership development.

Learning Objectives

Upon successful completion of this course, participants will be able to:

1. Identify leadership behaviors and patterns that influence organizational health
2. Explain how leadership actions reinforce or weaken organizational systems
3. Apply self-regulation strategies to improve leadership consistency under stress
4. Increase clarity and fairness in decision-making through transparent communication
5. Foster psychological safety and constructive dialogue within teams
6. Recognize workload and capacity risks that contribute to burnout and disengagement
7. Apply authority and policy consistently to strengthen trust and organizational stability
8. Deliver feedback that is behavior-focused, timely, and corrective without being punitive
9. Align leadership behavior with stated organizational values
10. Develop a practical, self-directed action plan for sustainable leadership improvement

Instructional Methods

This self-paced online course utilizes:

- Asynchronous video and written instruction
- Evidence-informed leadership models and frameworks
- Scenario-based learning examples
- Guided self-reflection activities
- Individual action-planning exercises

No live instruction or facilitation is required.

Course Content Overview (3-Hour Structure)

- Foundations of organizational health and systems thinking
- Leadership self-regulation and decision discipline
- Decision clarity, consistency, and transparency
- Psychological safety and constructive dialogue
- Workload, capacity, and role clarity
- Feedback, accountability, and values alignment
- Integration and leadership action planning

Evaluation & Completion Requirements

To earn CEU / PDH credit, participants must:

- Complete all asynchronous instructional modules
- Complete a **30-question post-course knowledge assessment**
- Achieve a **minimum passing score of 70%** on the final assessment
- Complete **100% of the course content**

The assessment evaluates comprehension and application of course concepts. Retake and remediation policies are determined by the provider or accrediting body.

About BTI Consulting Service

BTI Consulting Service is an organizational psychology and leadership consulting firm focused on improving **organizational health, leadership effectiveness, workforce wellbeing, and sustainable performance**. The firm provides evidence-informed training, consulting, assessments, and program development for organizations operating in high-demand environments including public safety, healthcare, education, government, nonprofit, and corporate sectors.

BTI Consulting Service emphasizes practical, behavior-based leadership strategies that strengthen trust, accountability, decision clarity, and system sustainability. All educational offerings are non-clinical and designed for professional development and organizational improvement.

Instructor Qualifications

Dr. Benjamin T. Iobst is the founder and lead consultant of BTI Consulting Service. He holds a **Ph.D. in Industrial and Organizational Psychology** and has extensive professional experience as a **U.S. Army combat veteran**, **retired law enforcement supervisor**, **organizational psychology consultant**, and **adjunct college professor**.

His background includes leadership and supervisory roles, crisis intervention and negotiation, peer-support and wellness program development, and organizational systems design. Dr. Iobst integrates empirical research with real-world operational experience to deliver practical, evidence-informed leadership education.

CEU / PDH Recommendation Statement

Healthy Leader, Healthy Organization is **recommended for 3.0 CEU / PDH hours** for professionals seeking continuing education or professional development credit in leadership, organizational development, human resources, public safety, healthcare, education, and related fields.

Final approval of CEU / PDH credit is subject to the standards and requirements of the applicable accrediting or licensing body.

Scholarly & Professional References

- Edmondson, A. C. (2018). *The fearless organization: Creating psychological safety in the workplace for learning, innovation, and growth.* Wiley.
- Kahn, W. A. (1990). Psychological conditions of personal engagement and disengagement at work. *Academy of Management Journal, 33*(4), 692–724.
- Maslach, C., & Leiter, M. P. (2016). Understanding the burnout experience: Recent research and its implications for organizations. *World Psychiatry, 15*(2), 103–111.
- Schein, E. H., & Schein, P. (2017). *Organizational culture and leadership* (5th ed.). Wiley.
- Weick, K. E., & Sutcliffe, K. M. (2015). *Managing the unexpected: Sustained performance in a complex world* (3rd ed.). Wiley.
- Yukl, G. (2013). *Leadership in organizations* (8th ed.). Pearson.