



Leadership Development Curriculum

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Leadership Development Journey



Explore Personal Leadership Lessons

Reflect on personal experiences to gain insights into leadership



Define Success in Leadership Roles

Establish criteria and goals for successful leadership



Identify Leadership Improvement Actions

Determine specific actions to enhance leadership skills



Develop Empowerment Strategies

Create plans to empower and support team members



Address Personal Leadership Challenges

Identify and tackle personal challenges in leadership



Leadership Empowerment Process

Foundations of Leadership

- Explore personal leadership lessons and define success in leadership roles
- Identify actions to stop, start, or continue for improved leadership

Empowering Others

- Develop strategies for empowering team members
- Identify and address personal leadership challenges



Strategic Thinking & Problem-Solving

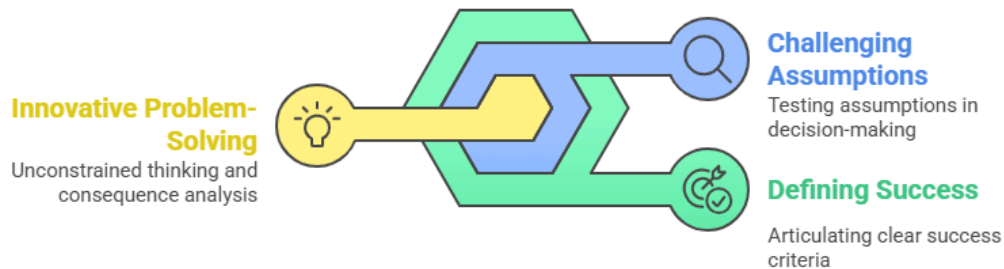
“Strategic thinking is simply an intentional and rational thought process that focuses on the analysis of critical factors and variables that will influence the long-term success of a business, a team, or an individual” - CMOE

Defining Success and Challenging Assumptions

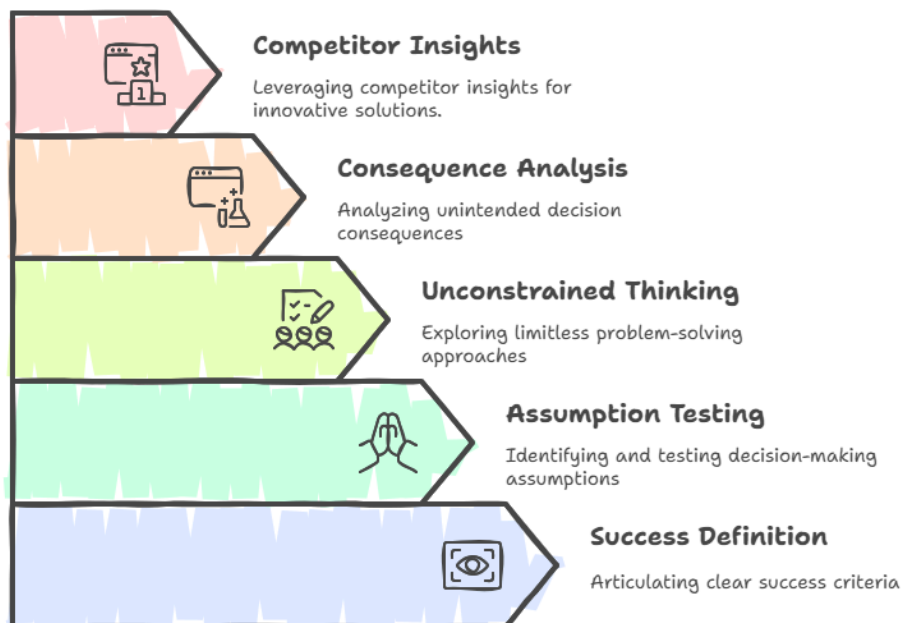
- Learn to articulate clear success criteria for various situations
- Practice identifying and testing assumptions in decision-making processes

Innovative Problem-Solving

- Explore unconstrained thinking and its application to problem-solving
- Analyze potential unintended consequences of decisions
- Study competitor approaches to challenges



The Strategic Thinking Pyramid



Team Development and Culture

"An organization that seeks to develop productive, high-performing teams first needs to cultivate a culture that's positive and open with an environment rich in creativity and challenges. This kind of a culture can help to attract top talent and retain employees who thrive at teamwork.

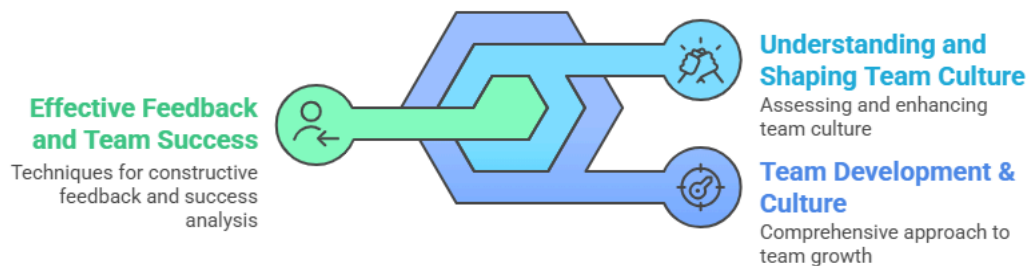
When teamwork becomes an intrinsic part of your organization's culture, everyone benefits—the company, employees and your customers." - Michigan State University

Understanding and Shaping Team Culture

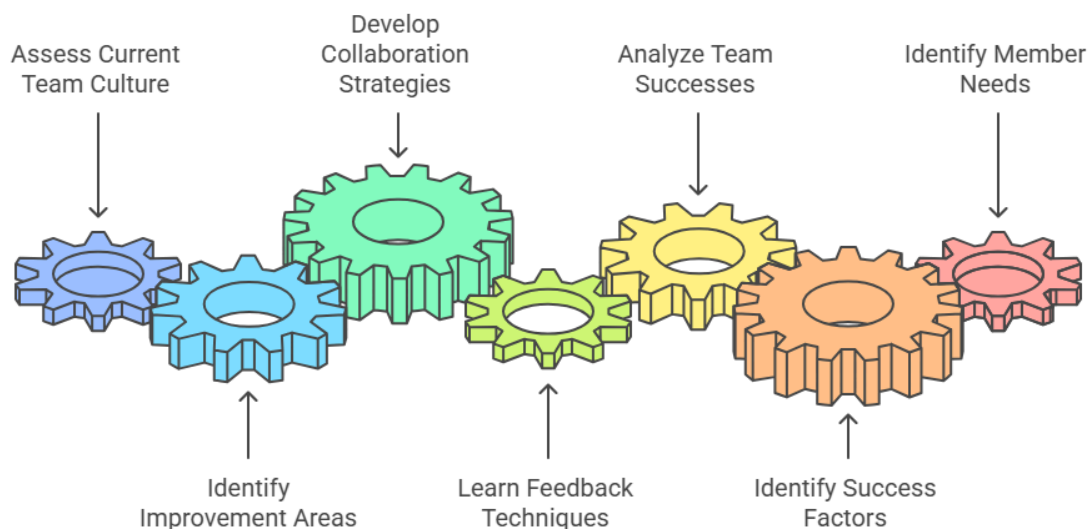
- Assess current team culture and identify areas for improvement
- Develop strategies to enhance team collaboration

Effective Feedback and Team Success

- Learn techniques for giving and receiving constructive feedback
- Analyze recent team successes and extract key success factors
- Identify team member needs for success



Team Development Plan



Personal Growth and Self Reflection

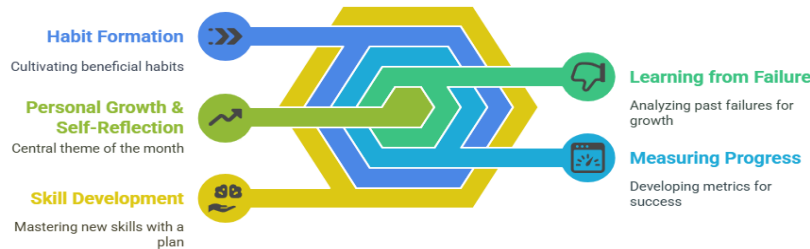
"Self-reflection is important for leaders because it allows them to gain valuable insights and make necessary changes. By taking the time to reflect on their own performance, leaders can identify strengths and weaknesses, uncover blind spots, and discover patterns of behavior that may be hindering their effectiveness." - Joshua M. Evans

Habit Formation and Skill Development

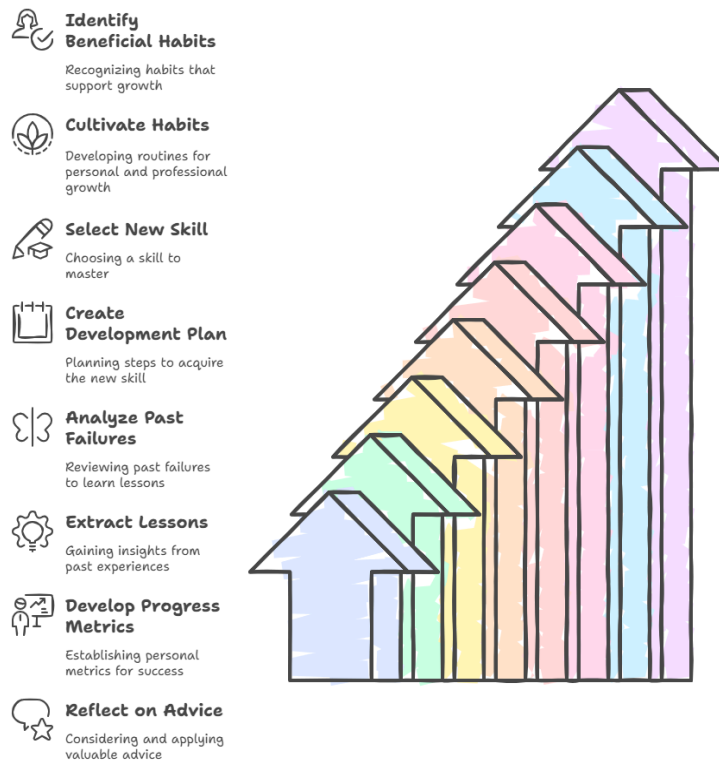
- Identify and cultivate beneficial habits for personal and professional growth
- Select a new skill to master and create a development plan

Learning from Failure and Measuring Progress

- Analyze past failures and extract lessons for growth
- Develop personal metrics for measuring progress and success
- Reflect on and apply valuable advice received



Personal Growth Journey



Change and Adaptability Development

"Adaptability is not a luxury but a necessity for effective leadership in today's dynamic business environment. Leaders who embrace change, foster innovation, and navigate uncertainty with resilience are better positioned to lead their teams to success." - David Finkel CO-AUTHOR OF 'SCALE: SEVEN PROVEN PRINCIPLES TO GROW YOUR BUSINESS AND GET YOUR LIFE BACK'

Understanding Change Responses

- Assess personal and organizational responses to change
- Identify barriers to change within the organization

Navigating Change and Uncertainty

- Study successful change implementations and extract best practices
- Develop strategies to help others navigate uncertainty
- Create action plans for implementing incremental changes

Change & Adaptability



Assess Change Responses

Evaluate personal and organizational reactions to change



Identify Barriers

Recognize obstacles hindering change within the organization



Study Implementations

Analyze successful change processes to extract best practices



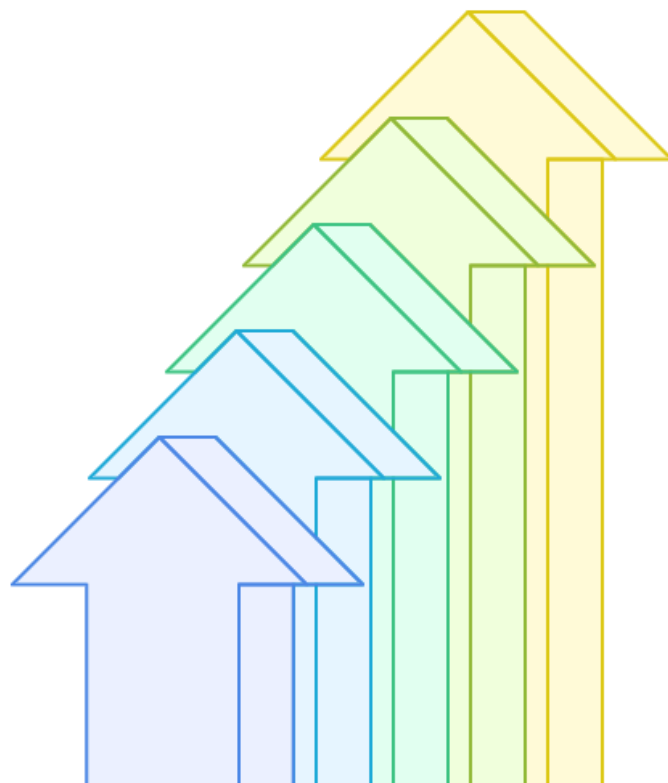
Develop Strategies

Formulate methods to assist others in navigating uncertainty



Create Action Plans

Design plans for executing incremental changes



Client & Stakeholder Engagement Strategy

"Investors, customers, alumni, and suppliers who understand and embrace the company's story can amplify it to and through their own networks." - Forbes

Understanding Needs

- Identify top priorities for clients and develop strategies to address them
- Craft insightful questions to deepen client understanding
- Develop metrics for measuring the impact of client relationships
- Analyze current client challenges and brainstorm solutions
- Create strategies for increasing value for stakeholders

