



Leadership Course Curriculum Strategy Summary

Personal-Team-Organizational Leadership, Management, and Service
Strategic Success Skills to Strengthen and Support Job-Specific Competence

Strategic Skill complement business and job specific	Individual Leadership: Personal/Life Leadership & Professionalism	Team Leadership: Interpersonal leadership, supervision & communication	Organization leadership: Managerial leadership & succession leader development
1. Leadership	Leadership for Life, 7 best practices for life leadership, 7 areas of life, 7 actions for professional life, 7 levels of earning empowerment; 7 levels of trust; preparing for promotion, portfolios to use...	Direct leadership, 7 levels of delegating empowerment: when to direct, when to delegate; what to do when they fail, when they succeed; what if they fail based on attitude, ability; stating intent about level and style of leadership, servant leadership...	7 Levels of Leadership, empowering divisions; earning empowerment as the next president/VP/officer; visions for effective positions; helping people get prepared for promotion and performance better and faster...
2. Planning, assessment	Professional plan, plan for life, for the 7 areas of organizational performance, assess attitude and ability, beliefs, professionalism, leadership, performance evaluation preparation, SWOT assessment, development plan; state intent/help a manager mentor.	Team/department/business center plan, coaching others, performance assessment, helping people succeed and grow; from managing to mentoring, shared vision agreements...	7 areas/diamonds of organizational performance, tools to guide people to do the right things automatically; hiring people who match, developing distinctions, linking planning to budgeting, strategic planning...
3. Decisions and Actions, Strategic and Critical Thinking	Ethical fitness and where it develops, 7-step LEAD Decision-making Guide, ethical dilemmas, harder right, habits and instincts, ethical and unethical beliefs and values, calling-feeling-thinking model, strategic and critical thinking...	Guide for decisions with others, facilitating group decisions, good/bad beliefs affecting work ethic and how to encourage good beliefs and ethical performance.	Corporate Constitutions and how to use them, connecting to plans, assessments, and rewards, internalizing ethical values...
4. Attitude, Resolution and Motivation	7 components of Attitude, developing higher levels of calling, character, commitment, confidence... 7 steps to achieve a resolution (master a "Goliath"), Maslow's Hierarchy of Needs; Dyson Hierarchy of Motivation...	Help team members develop higher level of calling, commitment, confidence...; mentoring and modeling; common managerial mistakes, motivators vs. satisfiers...	Providing systems and structures to support high levels of commitment and motivation; tools and systems for rewards and lasting motivation beyond our time...
5. T.I.M.E. and Stress	Time, Inspiration, Money, Energy, T.I.M.E. assessment, time priorities, important vs. urgent, prime time management, 7 generations of life and time management; 7 lessons for stress/stress strategy, Fitness Package Strategy...	Coaching on time priorities to improve performance, communications, satisfaction...	Time priorities of leaders at "best" institutions vs. average, using time priorities as part of hiring, training, improving performance...
6. Communicate and Influence	Stating intent and expectations, listening to understand, writing, speaking, serving on committees/teams...	Facilitation, presentations, designing/leading meetings, basics of business development, teaching...	Speaking at company meetings, public/professional society, media interviews, strategy...
7. Professional and Business Competence	Prof. dev.: job-specific, strategic, business; basics of business, entrepreneurship, management...	Department/business center management	Executive leadership and management, best practices for leadership, portfolio to use, teach



Curriculum and Results Overview

Performance and Leadership for Individual-Team-Organization Leadership Strategic skills for professionals and servant leaders to do their best and help others

Check desired results below and circle those on the other page valuable to you and/or your organization to help us assess how we could develop a course, seminar, or comprehensive program.

- Level 1/Individual:** focus on personal leadership and professionalism to foster core competencies such as developing a professional plan, earning empowerment, ethical beliefs, strategic decisions and actions, time and energy management, and motivation to help them prepare for promotion to greater performance and/or responsibility.
 1. Professional plans focus on what is most important to organizations: The 7 areas (Diamonds) of Professional and Organizational Excellence.
 2. Teach and coach aimed at giving motivated participants practice in becoming competent in essential personal and team leadership skills (planning, time management, motivation, communication, and other characteristics owners and leaders want in key team members).
 3. Appreciate the need to make a commitment to being a true professional as part of personal leadership and a prerequisite to team leadership. [We define a true professional as *one who prepares his/her character and competence to do the right things well instinctively, even under stress, thus earning trust in self and from others.*] Assess attitude and ability leading to a development plan focused on desired actions and results.
 4. Through use of our leadership, ethics and decisions model, strengthen the foundation that supports the participant's ability to choose "the harder right" and strengthen character and work ethic [some students have commented that they have received much education and training in technical areas though little strategic/critical thinking and decision-making, which affects level of service effectiveness and success].
 5. Participants assess and focus time, inspiration, money, and energy on what is important to earn higher levels of service and empowerment.

- Level 2/Team:** focus on team membership, leadership and supervision as well as interpersonal relations.
 1. Recognize the shift in responsibility and accountability as one moves from personal leadership to leadership of others.
 2. Add the supervisor's perspective on empowerment: when to direct and when to delegate....according to trust in character/attitude and competence/ability.
 3. Advocates the value of stating intent, expectations, parameters, and standards for those supervised to provide them a clear path to earn empowerment rather than wait for it.
 4. Adds coaching on what to do when they succeed or fail, shared vision/win-win agreements...
 5. Gives guidance and practice in organization and facilitation of meetings with groups, communications, and presentations.

- Level 3/Organization:** focus on organizational leadership and management.
 1. Guides on how to plan for the 7 Diamonds (areas) of Organizational Excellence built into strategic plans, operational plans, and professional plans so everyone can increase focus on what is most important and communicate intent for cooperation at the executive level as well as to boost leadership mentoring.
 2. Practical understanding of strategic and critical thinking, planning, assessment, and implementation.
 3. Beyond the team, leaders get more complex responsibilities when leading organizations or divisions within them. Attention is given to leading leaders of leaders and other areas of managerial leadership.
 4. Identify and develop systems, structures, tools, and best practices to help people do the right things automatically is emphasized as a foundation for lasting empowerment and increasing chances for a strong next generation. These tools and actions improve hiring, employee satisfaction, productivity, team work, and retention.
 5. Teachings on the seven levels of leadership and seven actions for leaders is provided to help them develop a portfolio with strategy they can use and teach.