



Introduction

Leadership Essentials is a three-module leadership development program that introduces and explores foundational concepts of leading and driving high performance teams. The program is ideal for new managers and tenured managers alike, and heavily leverages group discussion and experiential case study to foster a peer-to-peer learning environment.

Learning Path

Module 1: Intro to Leadership

Module 2: Goals and Performance Management

Module 3: Being a Feedback Expert

Intro to Leadership

Description

This course introduces some of the core pillars of a leadership philosophy applicable across industries, and outlines the responsibilities of being a leader that lie outside of production. The course culminates in group discussion around our experiences with past leaders, and what we can glean from them to apply to our approach.

Learning Objectives

- Identify foundational elements of fostering a team environment that drives, promotes, and supports excellence
 - Psychological Safety
 - Excellence in Goal Writing
 - Cultivating a Feedback Environment
- Define psychological safety and understand the connection to the highest performing teams
- Differentiate between functional and interpersonal responsibilities
- Replicate behaviors of our best leaders to enhance employee engagement and connection to their role

Format/Activities

- Slide Deck
- Case Study
- Group Discussion

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Goals and Performance Management

Description

This course dives into a leader's responsibility of crafting strategy, and utilizing goals as a mechanism for communicating that strategy to drive high performance.

Learning Objectives

- Acknowledge our responsibility to create goals that support the higher level objectives of the organization
- Leverage goal-writing to articulate expectations and the definition of high performance
- Leverage goal-writing as a tool for:
 - Psychological Safety
 - Performance Management
 - Feedback
- Choose a goal writing format that suits your organization
- Approach performance interactions with direct reports intentionally to drive excellence and development
- Demonstrate an ability to document a team-specific goal that adheres to formats discussed

Format/Activities

- Introductory Videos
 - Slide Deck
 - Group Discussion
 - Application
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Description

The final course of the Leadership Essentials learning path discusses the importance of feedback to effective leadership, and provides guidance and tools on how to be a feedback expert.

Learning Objectives

- Define feedback
- Identify feedback as essential to foster high performance culture
- Assess past feedback experiences as both provider and recipient
- Demonstrate an ability to communicate feedback leveraging approaches like the SBI model
- Understand the importance of being an expert receiver of feedback in order to establish a feedback environment

Format/Activities

- Introductory Videos
 - Slide Deck
 - Group Discussion
 - Application
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Being a Feedback Expert