

Workbook 1

Know yourself 1st:
Who you **intend to be**,
authentically.

Identify/represent your
values in a **leadership
purpose** statement.

Learn Emotional
Intelligence (EI) basics –
the importance of and
difference between
personal competence and
social competence.

Recognize when emotions
get in the way of
consistently living your
leadership purpose.

Reframe perspectives so
you can deal with your
emotional reactions more
effectively.

Workbook 2

Collaborate with others,
authentically. Get to the
end goal of increased
empathy through active
listening followed by
genuine curiosity.

Use listening and
curiosity to uncover your
own **limiting assumptions**
and conclusions because
these are barriers to
increased empathy.

Assess your capacity for
Emotional Intelligence,
specifically as it relates to
empathy.

Identify how your
capacity for empathy is or
is not effectively displayed
in your preferred
communication style.

Learn ways to adapt your
style to achieve the end
goal of increased empathy.

Learn ways to handle
unanticipated shocks to
your identity which may
knock you off balance in
your efforts to collaborate.
Recognize the benefits
and pitfalls of **what you
want people to see and
what you want to keep
hidden**.

Workbook 3

Represent your leadership
potential through your
personal leadership brand.

Identify your brand
attributes, name your
brand, and share your
brand.

Recognize how a
compelling personal
leadership brand can help
you overcome **limiting
behaviors**.

Stretch your **empathy**
muscle by making the
connection between
limiting assumptions and
limiting behaviors.

Practice **reframing** mental
models that typically
precede limiting behaviors.

Link your leadership brand
to your **leadership purpose**.

Workbook 4

Demonstrate your
leadership skills **now**
through effective
coaching.

Learn a coaching protocol
and the difference
between **directive** and
non-directive techniques
for effective listening and
responding.

Plan how you will apply
the coaching protocol and
directive/non-directive
techniques in a coaching
conversation.

Anticipate how you will
respond to real-time
coaching challenges.

Learn about different
leadership styles and
identify which one to use
based on the situation at
hand.

Recognize the value in
using the coaching
protocol and directive/
non-directive techniques
to unpack limiting
assumptions, regardless
of what leadership style is
employed.

Determine if your sweet
spot is reflected in your
leadership purpose and
leadership brand.