

Foundational Leadership 101

Module Descriptions & Learning Objectives

Module 1: The Leadership Effect - Discover your communication style with DiSC® Assessment

Foundational Leadership 101, Module 1, introduces the essential self-awareness and emotional intelligence competencies that drive effective leadership. Using the DiSC® behavioral assessment, participants explore their personal leadership styles, communication preferences, and emotional triggers. The course emphasizes that leadership begins with understanding yourself—your strengths, challenges, and responses—before you can effectively influence and collaborate with others. Through interactive exercises and practical application, participants develop strategies for managing triggers and building stronger professional relationships.

Learning Objectives

By the end of this module, participants will be able to:

- Identify your DiSC® style and adapt communication across all styles
- Leverage strengths while addressing limiting behavioral patterns
- Recognize workplace triggers and distinguish high vs. low EQ responses
- Apply "Recognize, Pause & Reframe, Respond" framework across EQ competencies
- Develop and practice actionable strategies for emotionally intelligent leadership

Module 2: The Power of Influence - Build trust and gain buy-in through authenticity

This module develops two critical leadership competencies: building trust and gaining buy-in. Participants explore the Three Pillars of Trust (Competence, Reliability, and Authenticity) through interactive exercises and self-assessments, then learn to apply the Buy-In Blueprint framework for persuasive communication. Through guided practice and role-play scenarios, leaders develop practical skills to strengthen credibility, navigate resistance, and inspire action in real workplace situations.

Learning Objectives

By the end of this module, participants will be able to:

- Build Trust - apply the Three Pillars of Trust (Competence, Reliability, and Authenticity) by demonstrating expertise with humility, communicating proactively, and adapting authentically to context
- Gain Buy-In - use the Buy-In Blueprint framework to structure persuasive conversations by framing ideas around stakeholder interests, addressing concerns gracefully, and creating clear next steps
- Self-Assess and Practice - evaluate personal trust-building strengths through reflection activities and apply persuasion skills in realistic role-play scenarios

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Module 3: Influence in Every Interaction - Turn conversations into leadership opportunities

This interactive training module equips frontline leaders with essential communication skills that drive real workplace results. Through a combination of self-reflection, group activities, and practical role-play exercises, participants develop the ability to shape conversations that matter—whether they're clarifying expectations with colleagues, addressing misunderstandings, or navigating tension-filled moments.

Learning Objectives

By the end of this module, participants will be able to:

- Master "PULSE" check and core listening moves to manage triggers and stay engaged
- Apply Clarity Code framework to prevent miscommunication and create actionable plans
- Navigate difficult conversations using three-move framework and role-play practice
- Commit to daily application through reflection and habit-building action plans

Module 4: Leading Through Critical Thinking - Make confident decisions under pressure

This training module develops frontline leaders' abilities to navigate complex workplace challenges through structured problem-solving frameworks and adaptive decision-making strategies. Participants engage in practical exercises to identify real problems, assess stakes, make quick pivots under pressure, and build confidence in their critical thinking approach.

Learning Objectives

By the end of this module, participants will be able to:

- Apply Clarity Lens and Pause-Pivot-Proceed frameworks to distinguish root causes from symptoms
- Recognize personal decision-making patterns under pressure and break down complex problems systematically
- Strengthen problem-solving through intentional pauses, smart pivots, and one actionable habit shift