

Foundational Leadership 102

Module Descriptions & Learning Objectives

Module 5: Turning Tension into Trust - Navigate conflict with confidence and empathy

The first module in Foundational Leadership 102 focuses on building essential conflict resolution skills across peer-to-peer and upward management relationships through practical frameworks and communication strategies. Participants learn to recognize tension early, address sideways conflict constructively, and manage up with confidence through hands-on scenario practice.

Learning Objectives

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

- Spot the Signs - recognize early tension indicators before escalation
- Tackle Sideways Conflict- navigate peer-level friction constructively
- Managing Up with Confidence - address tension across power dynamics effectively
- Skill Practice with Real-World Scenarios - Apply communication strategies through hands-on practice

Module 6: Leading the Day - Manage priorities with purpose and strategic focus

Foundational Leadership 102, Module 6, helps leaders identify invisible work patterns, shift from reactive to strategic work, and establish boundaries through purposeful communication. The program focuses on amplifying high-value work, eliminating time drains, and building confidence in priority management.

Learning Objectives

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

- Identify what drives their daily reactions (urgency, expectations, habits) and distinguish reactive from intentional leadership
- Categorize work using the Noise vs. Value Grid and articulate the strategic value of invisible contributions
- Transform behind-the-scenes work into visible strategic proposals using the three-part framework
- Use "pause with purpose" responses to protect priorities and handle pushbacks effectively
- Create a personal action plan that addresses time drains and commits to one strategic shift



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Module 7: Building a Culture of Accountability - Drive follow-through without micromanaging

The Foundational Leadership 102, Module 7, focuses on building accountability as a cultural practice rather than a control mechanism. Participants learn practical frameworks for setting clear expectations, following through consistently, and addressing gaps with peers and leaders through respectful, constructive dialogue.

Learning Objectives

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

- Master the Set-Check-Reset loop to maintain expectations and realign when performance drifts
- Apply "Call It In, Not Out" to address gaps and conduct effective check-ins without blame
- Navigate accountability conversations using structured frameworks for high-stakes scenarios

Module 8: Supporting Change on the Front Line - Lead teams through uncertainty with clarity

Foundational Leadership 102, Module 8, focuses on building practical skills to translate high-level change initiatives into clear, actionable direction for teams while also developing the confidence to advocate upward when clarity or support is lacking.

Learning Objectives

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

- Translate organizational changes into clear, actionable direction for frontline teams
- Communicate change using structured frameworks that build confidence during uncertainty
- Identify gaps in messaging, clarity, or support during transitions
- Advocate upward constructively using "Call It In" approach to address missing resources
- Navigate ambiguity while maintaining team trust and momentum

