

Coaching/Leadership Curriculum:

The Future of Equitable Leadership: Leading with Empathy

MaximizingU Curriculum and Competencies

Lesson Title & Description	Leadership Competencies	Equity Consideration
<p>Introduction & Goal Setting</p> <p><i>This section identifies the purpose of the app and introduces participants to the expectations therein.</i></p>	<ul style="list-style-type: none"> • Self-reflection • Goal setting (based on D. Friedman’s Total Leadership Process) 	<ul style="list-style-type: none"> • Meaningfully engaging team members in goal setting • Inclusive stakeholder engagement • Design thinking
<p>Lesson 1: Butterflies & Fear</p> <p><i>Participants identify ways to use the fear, stress and adrenalin, associated with new challenges, as fuel to get the job done.</i></p>	<ul style="list-style-type: none"> • Self-reflection to identify impacts of fear • Developing flexibility to respond to uncertainty and adversity • Strategies for creating a creative mindset 	<ul style="list-style-type: none"> • Developing the empathy to recognize that not everybody experiences work the same way • Understanding how to leverage and embrace the diversity of an organization to create inclusion and build equity.
<p>Lesson 2: Worth It & Deserve It</p> <p><i>This section requires participants to be introspective and to consider their strengths and areas for improvement.</i></p>	<ul style="list-style-type: none"> • Tapping into personal power • Communicating for self and team advocacy • Conducting a personal SWOT analysis • Overcoming imposter syndrome and promoting mental health 	<ul style="list-style-type: none"> • Understanding personal power and privilege • Understanding how to use power and privilege to bring out the best in others and let the worth of your team member’s shine



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<p>Lesson 3: Ms. Take</p> <p><i>Participants identify ways to approach mistakes from a growth perspective, and to harness empathy and humility from failure.</i></p>	<ul style="list-style-type: none"> • Developing resiliency • Communicating for consensus building • Establishing a growth mindset • Developing empathetic leadership strategies • Influence and inspiration • Building trust 	<ul style="list-style-type: none"> • Building empathy through mistakes to truly see and appreciate the value of others • Understanding that the everyday challenges and barriers that those with multiple intersecting identities face, add value to them as people and therefore are an asset to your organization
<p>Lesson 4: Unfolding Universe</p> <p><i>This section requires participants to consider leadership, both personal and professional, within the context of an ever-changing world.</i></p>	<ul style="list-style-type: none"> • Strategy development connected to organizational mission • Developing flexibility to change direction when required 	
<p>Lesson 5: Gratitude & Mentorship</p> <p><i>Building on the mantra, 'To whom much is given, much is expected', participants consider how their own experiences can assist in building thriving teams.</i></p>	<ul style="list-style-type: none"> • Team development and goal-setting • Building EQ • Strategies to monitor and track character strengths and EQ 	<ul style="list-style-type: none"> • Understanding various forms of bias • Mentoring and engaging those who may not look like you



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Lesson 6: Hard Work & Expectations

This section builds on the concept of resiliency and expands it to resiliency-development in teams.

- Communicating for education and training
- Building empathy
- Encouraging resiliency in self and others
- Building EQ to understand mental illness
- Dependability

- Understanding disappointment and exclusion as the basis of creating inclusive spaces.
- Self-awareness of the feelings one has when they have been excluded helps to create the empathy required to ensure that nobody on your team feels unwelcome.
- Understanding microaggressions

Lesson 7: Swallow Your Pride

Participants identify strategies to learn the lessons inherent in adversity, in order to chart a new course (or a new circle).

- Building multiple and diverse networks
- Letting go and pivoting
- Failing and succeeding as a team
- Relationship building
- Understanding victim mentality

- How to build and foster diverse networks for personal and professional growth
- Importance of diverse voices around decision-making tables

Lesson 8: Doubt and Growth

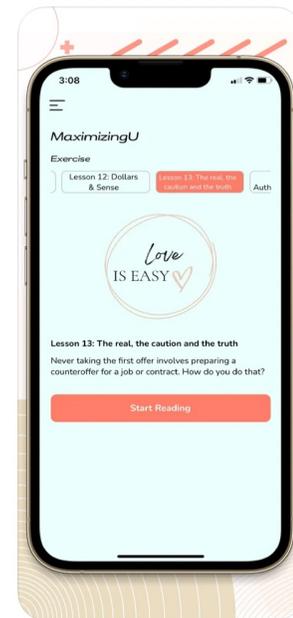
This section uses Likierman’s six components of good judgment as a frame for considering personal and professional decision-making.

- Setting personal and professional goals and objectives
- Communicating to respond to criticism
- Building effective teams

- Develop an intimate understanding of affinity, selection and unconscious bias
- Deepen an understanding of how biases impact diversity.
- Defining diversity



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<p>Lesson 9: Playful You</p> <p><i>Participants consider strategies to manage workload and competing demands.</i></p>	<ul style="list-style-type: none"> • Fostering innovation and creativity • Developing strategies for self-care • Focus and creative flow • Tuning in to emotional ques 	<ul style="list-style-type: none"> • Understanding others
<p>Lesson 10: Go Big or Go Home</p> <p><i>This section identifies ways to use knowledge of self to develop healthy organizational culture.</i></p>	<ul style="list-style-type: none"> • Avoiding the expertise trap • Understanding capacity and capability • Building trust through authenticity • Understanding strategy and culture 	<ul style="list-style-type: none"> • Developing strategies to be more authentic • Understanding how culture impedes or promotes inclusion • Defining Inclusion
<p>Lesson 11: Instinct & Rushing Fools</p> <p><i>Participants consider ways to use instinct for business decisions, tempered by an awareness of their own biases.</i></p>	<ul style="list-style-type: none"> • Understanding how to use instinct • Procrastination prevention strategies • Understanding how to prioritize tasks 	<ul style="list-style-type: none"> • Defining equity and justice • Understanding microaggressions • Understanding power and privilege • Empowering leadership to build authenticity



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<p>Lesson 12: Dollars & Sense</p> <p><i>Participants consider the direct and indirect impacts to their brand, based on their behaviours and tendencies.</i></p>	<ul style="list-style-type: none"> • Personal brand development • Communicating for self-advocacy • Understanding personal strengths, challenges, opportunities for growth 	<ul style="list-style-type: none"> • Developing a positive body image • Understanding personal brand, style and authenticity • Consequences of inequity
<p>Lesson 13: The Real, The Caution and The Truth</p> <p><i>This section allows participants to evaluate the value proposition they bring to organizations</i></p>	<ul style="list-style-type: none"> • Personal brand development • Communicating for self-advocacy 	
<p>Lesson 14: Authenticity & Equity</p> <p><i>Participants consider ways to build authentically equitable, diverse and inclusive teams and workplaces.</i></p>	<ul style="list-style-type: none"> • Building inclusive collaboration • Building effective teams 	<ul style="list-style-type: none"> • The importance of representation and diverse decision-making tables

