

COURAGEOUS LEADERSHIP ALLIANCE, INC.



COURSE CATALOG

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COMPANY OVERVIEW

Courageous Leadership Alliance, INC. (CLA) stands at the forefront of propelling organizations to achieve unparalleled performance and cultivate vibrant organizational cultures. Our mission is to guide clients through intricate strategic, leadership, operational, and cultural challenges, ensuring they navigate these complexities with precision and, in turn, realize transformative outcomes.

While the term 'consulting' holds varied meanings, our interpretation is anchored in a profound commitment to being a dependable advisor. Our role is to illuminate the path to enduring success for our clients. We aren't simply a solution awaiting a challenge; we recognize the distinctiveness of each leader and circumstance. Our consulting endeavors are meticulously crafted—rooted in attentive listening and enriched by our extensive cross-industry expertise. The strategies we develop are not only pragmatic and actionable but also resonate deeply with the unique nuances of each client's situation.

At the heart of our alliance is a team of accomplished professionals bringing diverse insights and experiences. With a collective commitment to excellence, we empower leaders and their organizations to transcend their previous benchmarks, reaching pinnacles of performance previously deemed unattainable.

By choosing CLA, clients experience a partnership that redefines the boundaries of success.



DIVERSE APPROACH

We believe in a tailored and customized approach that results in transformation of people and organizational culture.



CREATIVE SOLUTIONS

We apply innovative tips and training to each client specifically tailored to their market and leadership needs.



UNDENIABLE SUCCESS

Our methods are tested and proven and our customers have seen an increase in output and morale.



PROFESSIONALISM

We pride our services on presenting a high level of professionalism and experience that keeps you engaged and motivated.

HOW CLA CAN HELP YOU

Our programs offer an encompassing learning experience for leaders at all levels, equipping them with insights to foster thriving organizations and attain both personal and professional advancement.

LEADERSHIP DEVELOPEMENT

Our programs are specifically crafted to deliver outstanding results, empowering teams to achieve breakthrough performance.

Our unwavering focus on developing high-potential and emerging leaders ensures that their growth is accelerated and their potential is fully realized.

Our leadership development service gets you to where you need to go smarter, faster, and better. Leaders need to understand how what they do now affects their role in leadership.

ORGANIZATIONAL DEVELOPMENT

Organizational training is for teams and companies to stay focused and all strive to achieve meaningful and impactful organizational goals. At Courageous Leadership Alliance, we help your organization maximize its performance and enjoyment.

From strategic planning sessions, workplace offsites, and organizational team-building days we've got you covered. Our team is ready to facilitate any organizational function you need to build efficiency and advance your company's goals.

ICF/EXECUTIVE COACHING

With increased self-awareness, an executive must be able to develop a cohesive and achievable mission. They must also be able to reflect on the organization's culture by breaking down barriers and creating a collaborative and transparent environment that encourages innovation and growth.

Our ICF certified and executive coaching staff helps emerging leaders identify professional challenges and find solutions through coaching. This assists leaders in executing their current roles and preparing for future responsibilities.

KEYNOTE SPEAKERS

Our team of unique speakers never give the same off-the-shelf canned presentations: we contextualize our ideas and research to your audience and needs. We'll work with you to plan the content and message to ensure maximum impact!

Our team of unique speakers never give the same off-the-shelf canned presentations: we contextualize our ideas and research to your audience and needs. We'll work with you to plan the content and message to ensure maximum impact! We will engage, empower, inspire, and motivate your people.

ASSESSMENTS

We used science-backed training and assessments to help people understand their natural strengths, and weaknesses to develop them into great leaders. With the onset of our experience together, you will gain an in-depth understanding of the issues standing in your way.

You will be able to determine your own strengths and weaknesses, by using our industry learning assessments including:
MBTI
Emotional Intelligence 2.0
Workplace Big 5
The Leadership Circle Profile

BUSINESS CONSULTING

If leading a team was easy then everyone would be doing it and successful. There are unique skills that are needed to be successful. Within a business, there are a variety of different leaders needed to ensure companies are successful.

We work quickly to get to the root of the issue, whether that is with retention, communication, or overall engagement. We offer experienced consultants, comprehensive diagnostics, and proven solutions to unleash the potential of the individuals within.

LEADERSHIP & PROFESSIONAL DEVELOPMENT TRAINING

CLA provides in-person and virtual training workshops, and seminars focused on developing leadership and professional development skills, promoting resilience, fostering innovation, implementing effective management strategies, shaping organizational culture, enhancing communication, building effective teams, improving emotional intelligence, promoting diversity and inclusion, and honing coaching abilities. Our training seminars can last between 2 hours to a full day, while our workshops can span from 1 to 3 days.

Here is a list of training topics for workshops and seminars that can be held in-person or virtually. Our workshops and seminars are customized to meet the specific needs of each client. The CLA team will collaborate with the client to create an agenda that achieves the desired outcome.

TRAINING TOPICS:

- **Authenticity and Transparency:** This course explores the importance of being genuine and open in professional settings. It focuses on developing communication skills that foster trust and respect among team members.
- **Building An Ethical Organization:** A comprehensive program that delves into creating an organizational culture anchored in ethical principles. It covers strategies for decision-making, ethical leadership, and maintaining integrity in business practices.
- **Building an Inclusive Culture:** This course provides insights into fostering an environment that embraces diversity and promotes inclusivity. It includes practical approaches for encouraging diverse perspectives and creating a sense of belonging for all employees.
- **Building and Sustaining Trust:** Focused on the critical role of trust in team dynamics, this course teaches methods to build and maintain trust within teams and organizations, enhancing collaboration and productivity.
- **Building Leaders:** This leadership development program is designed to equip emerging leaders with the skills and knowledge necessary to effectively lead teams and drive organizational success.
- **Building Rapport Virtually:** Tailored for the digital age, this course addresses the challenges of building connections and rapport in virtual settings, emphasizing effective online communication and relationship-building strategies.
- **Building Trust in Your Work Environment:** A specialized course that offers strategies for cultivating a trustworthy and transparent work environment, which is crucial for effective teamwork and organizational success.
- **Building Your Leadership Brand:** This course aids individuals in developing and projecting their unique leadership style, focusing on personal branding as a leader and its impact on career progression.
- **Certificate in Diversity and Inclusion:** A certification program that provides comprehensive training in diversity, equity, and inclusion, offering practical tools and strategies to implement inclusive practices in various organizational settings.

- **Certificate in Leadership (ACE):** An accredited leadership certificate program that covers essential aspects of effective leadership, including strategic planning, team management, and leadership ethics.
- **Coaching Challenges: Tips from a Coach:** A practical course offering insights and solutions to common coaching challenges, helping participants to enhance their coaching skills and effectiveness.
- **Conflict Management:** This course explores techniques for managing and resolving conflicts in professional settings, focusing on communication skills, negotiation tactics, and problem-solving strategies.
- **Conflict Resolution:** A deeper dive into resolving disputes, this course teaches participants how to mediate conflicts, understand underlying issues, and achieve mutually beneficial outcomes.
- **Contributing to an Inclusive Culture:** This course offers guidance on how individuals can actively contribute to creating and maintaining an inclusive workplace culture, emphasizing personal responsibility and action.
- **Creating A Positive Climate:** Designed to help leaders foster a positive work environment, this course covers strategies to enhance employee morale, motivation, and overall workplace satisfaction.
- **Creating an Inclusive Environment:** This program focuses on developing inclusive practices within organizations, teaching how to recognize and reduce biases and barriers to inclusivity.
- **Creating High-Performance Teams (2-hours):** A course that outlines key strategies for building and leading teams that consistently deliver high performance, focusing on team dynamics, goal setting, and performance management.
- **Creativity in Teams and Organizations:** This course encourages the cultivation of creativity and innovation within teams and organizations, providing tools and techniques to foster a creative work environment.
- **Cultivating Networks and Partnerships:** A program that focuses on building and maintaining effective professional networks and partnerships, highlighting the importance of collaboration and strategic alliances.
- **Delivering Feedback and Listening:** This course teaches effective techniques for giving and receiving feedback, along with active listening skills that are essential for constructive communication.
- **Developing A Coaching Culture:** Aimed at embedding coaching as a core aspect of organizational culture, this course covers methods to develop a supportive and growth-oriented environment.
- **Developing Business Acumen Skills:** A course designed to enhance understanding of business operations, financial literacy, market dynamics, and strategic decision-making.
- **Developing Organizational Talent:** This program focuses on strategies for identifying, nurturing, and retaining talent within organizations, emphasizing succession planning and talent development.
- **Diversity, Inclusion, Accessibility, and Belonging:** An extensive course covering the nuances of creating a workplace that is not only diverse and inclusive but also accessible and where every member feels a sense of belonging.

- **Driving Change:** This course provides insights into effectively managing and leading change within organizations, covering change management theories, strategies, and practical implementation.
- **Embracing Change: Yourself & Others:** This covers techniques for supporting others through change, emphasizing empathy and effective communication.
- **Energy Management (Stress management plan included):** A course designed to teach effective energy management strategies to enhance productivity and well-being. It includes the development of a personalized stress management plan.
- **Essentials of Leadership:** This foundational course covers key leadership principles and practices. It is aimed at new or aspiring leaders and focuses on developing core leadership competencies.
- **Ethics Certificate:** A comprehensive program that provides in-depth knowledge and understanding of professional ethics, including ethical decision-making and maintaining integrity in various situations.
- **Finding Control During Change:** A course that offers tools and techniques to maintain control and composure during periods of significant change, focusing on adaptability and resilience.
- **Flexibility and Decisiveness:** This course teaches how to balance flexibility and decisiveness in leadership roles, crucial for navigating complex and dynamic business environments.
- **Fostering an Inclusive Culture:** Similar to "Building an Inclusive Culture," this course emphasizes strategies and practices for creating and maintaining a workplace environment that values diversity and inclusivity.
- **Fostering Innovation:** This course explores methods to encourage and sustain innovation within teams and organizations, including creating an environment that supports creative thinking and risk-taking.
- **Gaining Momentum as a New Leader:** Designed for newly appointed leaders, this course focuses on strategies to quickly establish credibility, build teams, and gain momentum in their new role.
- **Giving Feedback for Improvement:** A practical course on how to provide constructive feedback that promotes growth and improvement, emphasizing communication skills and empathy.
- **Giving Positive Feedback:** Focused on the art of giving positive reinforcement, this course highlights the importance of acknowledging and rewarding good performance to boost morale and productivity.
- **Handling Difficult Conversations:** This course offers techniques for managing challenging conversations with confidence and tact, focusing on conflict resolution and maintaining positive relationships.
- **Improving Your Leadership Brand:** An advanced course on refining and enhancing your leadership brand, focusing on self-awareness, personal development, and how leaders are perceived within the organization.
- **Influencing for Organizational Impact:** This course teaches how to effectively influence others within an organization to achieve desired outcomes, focusing on persuasion, negotiation, and communication strategies.

- **Instilling a Culture of Innovation:** Goes beyond fostering innovation, focusing on embedding innovative thinking as a core value within the organization's culture.
- **Leader As A Coach:** This program emphasizes the role of a leader as a coach, teaching how to guide, mentor, and develop team members for enhanced performance and career growth.
- **Leaders and Work Balance:** A course aimed at helping leaders find the right balance between their professional responsibilities and personal life, crucial for long-term success and well-being.
- **Leadership Beyond Management:** This course distinguishes between leadership and management, focusing on visionary leadership that inspires and drives change beyond routine management tasks.
- **Leadership Communication:** A specialized course in effective communication strategies for leaders, covering aspects like clarity, empathy, and persuasion in various leadership scenarios.
- **Leadership That Shapes the Future:** An advanced leadership course focusing on strategic thinking and planning, preparing leaders to shape the future direction of their organizations effectively.
- **Leadership, Influence, and Power:** This course examines the dynamics of leadership, focusing on how leaders can effectively use influence and power to guide and motivate their teams.
- **Leading an Adaptable Workforce:** A program designed to help leaders foster adaptability in their teams, emphasizing flexibility, innovation, and responsiveness in a rapidly changing business environment.
- **Leading And Managing Change:** This course covers the strategies and skills needed to successfully lead and manage change within organizations, including communication, planning, and implementation techniques.
- **Leading Teams:** Focused on team leadership, this course teaches how to build, develop, and manage effective teams, emphasizing collaboration, motivation, and performance management.
- **Leading Virtually:** Tailored for the digital era, this course offers insights and techniques for leading teams in a virtual or remote setting, focusing on virtual communication, engagement, and team cohesion.
- **Leading with a Global Perspective:** This program explores leadership from an international viewpoint, emphasizing cultural awareness, diversity, and global business strategies.
- **Managing Difficult Conversations:** A practical course on handling challenging interactions, focusing on conflict resolution, effective communication, and maintaining positive relationships.
- **Managing People:** Covers the fundamentals of people management, including hiring, motivating, developing, and evaluating team members.
- **Mastering Emotional Intelligence:** This course focuses on developing emotional intelligence (EQ) skills, crucial for effective leadership, including self-awareness, empathy, and managing emotions in the workplace.

- **Maximizing Your Leadership Potential:** Aimed at personal leadership development, this course helps individuals identify and harness their unique strengths to maximize their leadership effectiveness.
- **Negotiation:** Teaches the art and science of negotiation, covering strategies and techniques for achieving successful outcomes in various negotiation scenarios.
- **Organizational Accountability:** This course explores how to establish and maintain a culture of accountability within organizations, emphasizing responsibility, performance management, and ethical conduct.
- **Problem-Solving Through Critical Thinking:** Focuses on enhancing problem-solving skills by applying critical thinking methods, aiding in effective decision-making and innovative solutions.
- **Problem-Solving Through Critical Thinking Developing Individual Team Members:** Expands on the previous course by applying critical thinking and problem-solving skills specifically to individual team member development.
- **Providing Purpose To Your Teams:** A course designed to help leaders articulate and communicate a clear and compelling purpose to their teams, enhancing motivation and engagement.
- **Psychological Safety:** Focuses on creating a workplace environment where team members feel safe to speak up, take risks, and express their ideas without fear of negative consequences.
- **Recognizing and leading through Imposter Syndrome and Dunning Kruger Effects:** This unique course addresses common psychological phenomena in the workplace, providing strategies for leaders to recognize and address these issues effectively.
- **Resiliency 2.0:** An advanced course on building and enhancing resilience skills in the face of challenges and setbacks, focusing on personal growth and adaptive strategies.
- **Strategic Transition (From tactical to strategic mindset):** Aimed at helping leaders transition from a tactical to a strategic mindset, focusing on long-term planning, vision, and strategic thinking.
- **Tackling Tough Issues:** Teaches leaders how to confront and effectively manage difficult situations and issues in the workplace, emphasizing courage, clarity, and resolution skills.
- **Workplace Resilience:** Focuses on developing resilience within the workforce, teaching strategies to adapt to change, overcome challenges, and maintain well-being in a demanding work environment.



THE POWERHOUSE WORKSHOP

THE POWERHOUSE WORKSHOP is designed to be a transformative experience, offering a tailored approach to meet the diverse needs of organizations. Whether opting for a 1-day, 2-day, or 3-day format, the workshop delves into the critical aspects of leadership development, organizational culture, and cohesive team building, each crafted to foster a profound impact on both personal and professional levels.

1-DAY WORKSHOP: AN INTENSIVE OVERVIEW

The 1-day workshop is an intensive session designed for participants to gain a broad overview of leadership development, organizational culture, and team building. This format is ideal for those with limited time but a strong desire to start their journey towards effective leadership and organizational enhancement.

The day is structured to cover the fundamentals of each area, beginning with the principles of effective leadership, including self-awareness, communication, and decision-making. It then transitions to understanding the key elements of a positive organizational culture and concludes with the basics of building and maintaining a cohesive team. This compact session is interactive, with discussions, activities, and practical tools that participants can immediately apply to their professional environments.

RECOMMENDED WORKSHOP AGENDA

AGENDA		
TIME	SESSION	
08:30 - 08:45	Admin/Set-Up/Team Introductions	
08:45 - 09:45	1	Strategic Transition (From tactical to strategic mindset): Transition from a tactical to a strategic mindset, focusing on long-term planning, vision, and strategic thinking.
09:45 - 11:00	2	Building an Inclusive Culture: Fostering an environment that embraces diversity and promotes inclusivity. It includes practical approaches for encouraging diverse perspectives and creating a sense of belonging for all employees.
11:00 - 12:00	3	Creating High-Performance Teams - Part 1: Strategies for building and leading teams that consistently deliver high performance, focusing on team dynamics, goal setting, and performance management.
12:00 - 13:00	Lunch	
13:00 - 14:00	4	Creating High-Performance Teams - Part 2
14:00 - 15:00	5	Group Exercise
15:00 - 15:15	Coffee Break	
15:15 - 16:30	6	Resiliency 2.0: Building and enhancing resilience skills in the face of challenges and setbacks, focusing on personal growth and adaptive strategies.
16:30 - 16:45	Wrap-up	

2-DAY WORKSHOP: A BLENDED APPROACH

In the 2-day format, the workshop offers a more integrated experience, combining leadership development, organizational culture, and team building into a cohesive learning journey.

Day 1 focuses on the foundational aspects of leadership development and organizational culture. Participants explore the core qualities of effective leadership, including communication, decision-making, and emotional intelligence. Concurrently, there's an emphasis on understanding and shaping organizational culture, recognizing its influence on behavior, attitudes, and performance within the team.

Day 2 shifts towards the practical application of cohesive team building. The sessions are interactive, involving group activities, role-plays, and case studies that highlight the importance of teamwork, collaboration, and inclusivity. Participants learn strategies to foster a sense of belonging and create an environment where every team member feels valued and motivated.

RECOMMENDED 2-DAY POWERHOUSE WORKSHOP AGENDA

DAY 1 AGENDA		
TIME	SESSION	
08:30 - 08:45	Admin/Set-Up/Team Introductions	
08:45 - 09:45	1	Strategic Transition (From tactical to strategic mindset): Transition from a tactical to a strategic mindset, focusing on long-term planning, vision, and strategic thinking.
09:45 - 11:00	2	Handling Difficult Conversations: Techniques for managing challenging conversations with confidence and tact, with a primary focus on conflict resolution/management.
11:00 - 12:00	3	Leadership Communication: Effective communication strategies for leaders, covering aspects like clarity, empathy, and persuasion in various leadership scenarios.
12:00 - 13:00	Lunch	
13:00 - 14:00	4	Driving Change: This course provides insights into effectively managing and leading change within organizations, covering change management theories, strategies, and practical implementation.
14:00 - 15:00	5	Creating High-Performance Teams - Part 1: Strategies for building and leading teams that consistently deliver high performance, focusing on team dynamics, goal setting, and performance management.
15:00 - 15:15	Coffee Break	
15:15 - 16:30	6	Creating High-Performance Teams - Part 2
16:30 - 16:45	Wrap-up	
DAY 2 AGENDA		
08:00 - 08:15	Admin/Set-Up/Team Introductions	
08:15 - 09:15	1	Mastering Emotional Intelligence: Developing emotional intelligence (EQ) skills, crucial for effective leadership including self-awareness, empathy, and managing emotions in the workplace.
09:15 - 10:15	2	Building an Inclusive Culture: Fostering an environment that embraces diversity and promotes inclusivity. It includes practical approaches for encouraging diverse perspectives and creating a sense of belonging for all employees.
10:15 - 11:15	3	Group Exercise
11:15 - 12:15	Lunch	
12:15 - 13:00	4	Building and Sustaining Trust: Critical role of trust in team dynamics, this course teaches methods to build and maintain trust within teams and organizations, enhancing collaboration and productivity.
13:00 - 13:45	5	Influencing for Organizational Impact: How to effectively influence others within an organization to achieve desired outcomes, focusing on persuasion, negotiation, and communication strategies.
13:45 - 14:45	6	Resiliency 2.0: Building and enhancing resilience skills in the face of challenges and setbacks, focusing on personal growth and adaptive strategies.
14:45 - 15:00	Wrap-Up	

3-DAY WORKSHOP: A DEEP DIVE INTO EACH TOPIC

The extended 3-day workshop allows for a more in-depth exploration of each key area, dedicating an entire day to delve into the nuances and strategies of leadership development, organizational culture, and cohesive team building.

- **Day 1: Leadership Development** is dedicated entirely to enhancing leadership capabilities. It covers advanced topics such as transformative leadership, resilience, and strategic thinking. Participants engage in self-assessment exercises and receive personalized feedback to help identify their strengths and areas for growth.
- **Day 2: Organizational Culture** examines the intricacies of cultivating a positive, adaptive, and innovative workplace culture. Through workshops and discussions, participants explore methods to assess, shape, and evolve the culture within their organizations, ensuring it aligns with their core values and business objectives.
- **Day 3: Cohesive Team Building** is focused on the practicalities of building and maintaining high-performing teams. The day is packed with team-based exercises, conflict resolution strategies, and techniques to enhance team dynamics. The goal is to equip participants with the tools to create a collaborative environment that leverages diversity and drives collective success.

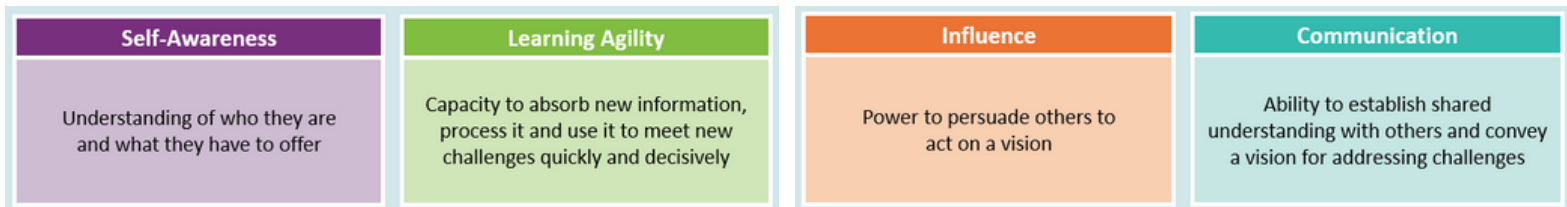
RECOMMENDED 3-DAY POWERHOUSE WORKSHOP AGENDA

DAY 1 - THE POWER OF LEADERSHIP		
TIME	SESSION	
08:30 - 08:45	Admin/Set-Up/Team Introductions	
08:45 - 09:45	1	Strategic Transition (From tactical to strategic mindset): Transition from a tactical to a strategic mindset, focusing on long-term planning, vision, and strategic thinking.
09:45 - 11:00	2	Handling Difficult Conversations: Techniques for managing challenging conversations with confidence and tact, with a primary focus on conflict resolution/management.
11:00 - 12:00	3	Leadership Communication: Effective communication strategies for leaders, covering aspects like clarity, empathy, and persuasion in various leadership scenarios.
12:00 - 13:00	Lunch	
13:00 - 14:00	4	Mastering Emotional Intelligence: Developing emotional intelligence (EQ) skills, crucial for effective leadership including self-awareness, empathy, and managing emotions in the workplace.
14:00 - 1:15	Coffee Break	
14:15 - 15:30	5	Driving Change: This course provides insights into effectively managing and leading change within organizations, covering change management theories, strategies, and practical implementation.
15:30 - 15:45	Wrap-up	
DAY 2 - THE POWER OF AN ORGANIZATIONAL CULTURE		
08:00 - 08:15	Admin/Set-Up/Team Introductions	
08:15 - 09:15	1	Building an Inclusive Culture: Fostering an environment that embraces diversity and promotes inclusivity. It includes practical approaches for encouraging diverse perspectives and creating a sense of belonging for all employees.
09:15 - 10:15	2	Developing A Coaching Culture: Aimed at embedding coaching as a core aspect of organizational culture, this course covers methods to develop a supportive and growth-oriented environment.
10:15 - 11:15	3	Group Exercise
11:15 - 12:15	Lunch	
12:15 - 13:00	4	Creating A Positive Climate: Designed to help leaders foster a positive work environment, this course covers strategies to enhance employee morale, motivation, and overall workplace satisfaction.
13:00 - 13:45	5	Influencing for Organizational Impact: How to effectively influence others within an organization to achieve desired outcomes, focusing on persuasion, negotiation, and communication strategies.
13:45 - 14:45	6	Developing Business Acumen Skills: A course designed to enhance understanding of business operations, financial literacy, market dynamics, and strategic decision-making.
14:45 - 15:00	Wrap-Up	
DAY 3 - THE POWER OF A COHESIVE TEAM		
08:00 - 08:15	Admin/Set-Up/Team Introductions	
08:15 - 09:15	1	Psychological Safety: Focuses on creating a workplace environment where team members feel safe to speak up, take risks, and express their ideas without fear of negative consequences.
09:15 - 10:15	2	Creating High-Performance Teams - Part 1: Strategies for building and leading teams that consistently deliver high performance, focusing on team dynamics, goal setting, and performance management.
10:15 - 11:15	3	Group Exercise
11:15 - 12:15	Lunch	
12:15 - 13:00	4	Creating High-Performance Teams - Part 2
13:00 - 13:45	5	Building and Sustaining Trust: Critical role of trust in team dynamics, this course teaches methods to build and maintain trust within teams and organizations, enhancing collaboration and productivity.
13:45 - 14:45	6	Resiliency 2.0: Building and enhancing resilience skills in the face of challenges and setbacks, focusing on personal growth and adaptive strategies.
14:45 - 15:00	Wrap-Up	

We at Courageous Leadership Alliance, Inc. (CLA) are thrilled to announce our partnership with the prestigious CCL Partner Channel Network. As a dynamic organization committed to fostering leadership and growth, joining forces with CCL allows us to amplify our impact and reach. Our shared values of empowering individuals and organizations to achieve their fullest potential make this partnership a natural fit.

At CLA, we pride ourselves on our innovative approach to leadership development. We believe that courage is at the heart of effective leadership, and our programs are designed to nurture this vital quality in every leader we work with. Our collaboration with CCL opens new avenues for us to bring our unique perspective to a wider audience, benefitting from CCL's vast resources and expertise.

LEAD 4 SUCCESS LEADERSHIP PROGRAM



Target Audience Level

- Emerging leaders on the path to leadership in the next 12-18 months
- First-time managers who have been in the role for 6 to 12 months
- Leaders with 3 to 5 years of experience

Benefits for Participants

- **Real world application** of fundamental four skills to your leadership challenge
- Use of Frameworks that **drive self-awareness and goal attainment**
- **Benchmarks 48 behaviors** across fundamental four skills and encourages reflection and increased self-awareness critical to leader development
- **Practice applying fundamental four skills** with other leaders in realistic, challenging scenarios
- Learn more and faster using hands-on **collaborative team activities** to build self-awareness, learning agility, influence and communication

Learning Objectives

- Use the principles of self-awareness to make conscious decisions about leadership behavior that contribute positively to your brand and reputation.
- Continuously identify opportunities for growth through learning agility behaviors of seeking, sense-making, internalizing, and applying.
- Increase leadership influence by building trust and leveraging networks to lead others in your chosen direction.
- Effectively communicate through active listening, gathering and delivering feedback, and creating a vision that others hear and remember.

BOUNDARY SPANNING LEADERSHIP WORKSHOP



Challenge:

- How do you increase collaboration, tear down organizational silos and mitigate turf wars to increase productivity, efficiency and innovation?

Solution:

- We live in a world of vast collaborative potential. Yet, all too often, powerful boundaries create borders that splinter groups into 'Us' and 'Them', leading to limited possibilities and uninspiring results. To transform these borders into innovative frontiers in today's global, multi-stakeholder organizations, you need Boundary Spanning Leadership. Powered by a decade of global CCL research and in-the-field experience, Boundary Spanning Leadership focuses on six boundary spanning practices:
 - Buffering defines boundaries to create safety
 - Reflecting creates understanding of boundaries to foster respect
 - Connecting suspends boundaries to build trust
 - Mobilizing reframes boundaries to develop community
 - Weaving interlaces boundaries to advance interdependence
 - Transforming cross-cuts boundaries to enable reinvention

Outcomes:

- Some of the outcomes you can expect from our content:
 - Understand the power of Boundary Spanning for leadership success
 - Identify the types of boundaries that limit potential
 - Learn and practice the six principles of Boundary Spanning Leadership
 - Recognize your role in spanning boundaries to achieve more than you imagined

DIRECTION-ALIGNMENT-COMMITMENT WORKSHOP

Challenge:

- How can our leaders improve results through effective leadership? When you get down to what leadership is really about, it's not so much what any one person does as what groups of individuals do together to produce collective results.

Solution:

- CCL provides you with the tools to enable internal conversations about what it takes to achieve better results. The content has either a workshop or a discussion format. Whatever the format, CCL provides tools to lead successful discussions with your teams and work groups.
- Focuses on a framework that enables individuals to work together as a cohesive group to produce collective results – results they could never achieve working as individuals.
- CCL uses this research-based model with over 35,000 leaders from 3,000 companies annually to improve leadership impact in organizations.

Outcomes:

- Some of the outcomes you can expect from our content:
 - Better understand the difference between a leader and leadership
 - Apply a framework for effective leadership
 - Assess how well leadership is happening in the group using the DAC framework
 - Discuss strengths and opportunities for improvements
 - Create an action plan for improving leadership effectiveness.

LEADING PEOPLE THROUGH CHANGE WORKSHOP



Challenge:

- Today's leaders are in an extraordinary position to think differently, cultivate mindsets that propel adaptability and growth, and empower the many to achieve results with lasting impact. CCL helps leaders work collectively to develop the capacity, skills, and resilience needed to lead change in service of organizational goals.

Solution:

- CCL's Leading People Through Change content moves beyond typical "change management" processes to focus on the "change leadership" required to successfully engage and drive employee commitment – the primary success factor in any change.
- Too often, employees suffer because leaders fail to understand the stages they go through during a change.
- Focusing on communication, collaboration, and commitment helps insure that that your leaders can align their team, peers, boss, and organization with their change efforts.

Outcomes:

- Some of the outcomes you can expect from our content:
 - Drive progress on a real change you are currently leading
 - Explore and manage your own change preferences
 - Understand and recognize the process of change and transition
 - Leverage the power of CCL's 3 Cs of change – Communication, Collaboration, and Commitment
 - Identify and collaborate with stakeholders during change
 - Apply key lessons to any organizational

LEARNING AGILITY: UNLOCK THE LESSONS OF EXPERIENCE WORKSHOP

Challenge:

- Experience is vital to your success, but merely having an experience (such as a challenging new job or a stretch assignment) isn't enough. Savvy learners know how to extract the essential lessons within each experience and apply them to future situations.

Solution:

- CCL's Learning Agility: Unlock the Lessons of Experience workshop kit provides tools and skills to become more learning agile. Learning and applying the four components of CCL's approach to learning agility will put you on the path to making the most from your experiences and position you to succeed when faced with new, challenging situations.

Outcomes:

- Some of the outcomes you can expect from our content:
 - Leverage the four components of Learning Agility to make the most of experiences
 - Learn more about the particular skill of Learning Agility and how to apply it to developmental goals
 - Gain insight into approaches to developing Learning Agility
 - Become more Learning Agile

PERSONAL DEVELOPMENT

INTERPERSONAL COMMUNICATION

**SELF-AWARENESS
APPRECIATION**

MOTIVATION

GRATITUDE

ACCEPTANCE

ACTIVE LISTENING

EMPATHY

SELF-LOVE



**THE
WARRIOR'S
WALK**

LEADERSHIP DEVELOPMENT

PHYSICAL ENDURANCE

SELF-CARE

POSITIVE TEAM PLAYER

MENTAL ENDURANCE

PROFESSIONAL GROWTH

MEANINGFUL CONNECTIONS

BUILD RESILIENCE

EMOTIONAL CONNECTION

SELF-REFLECTION

POSITIVE CLIMATE

COHESIVE TEAM MINDSET

MENTAL WEALTH

**COURAGEOUS LEADERSHIP ALLIANCE, INC. PRESENTS AN
IMMERSIVE AND TRANSFORMATIVE EXPERIENCE:**

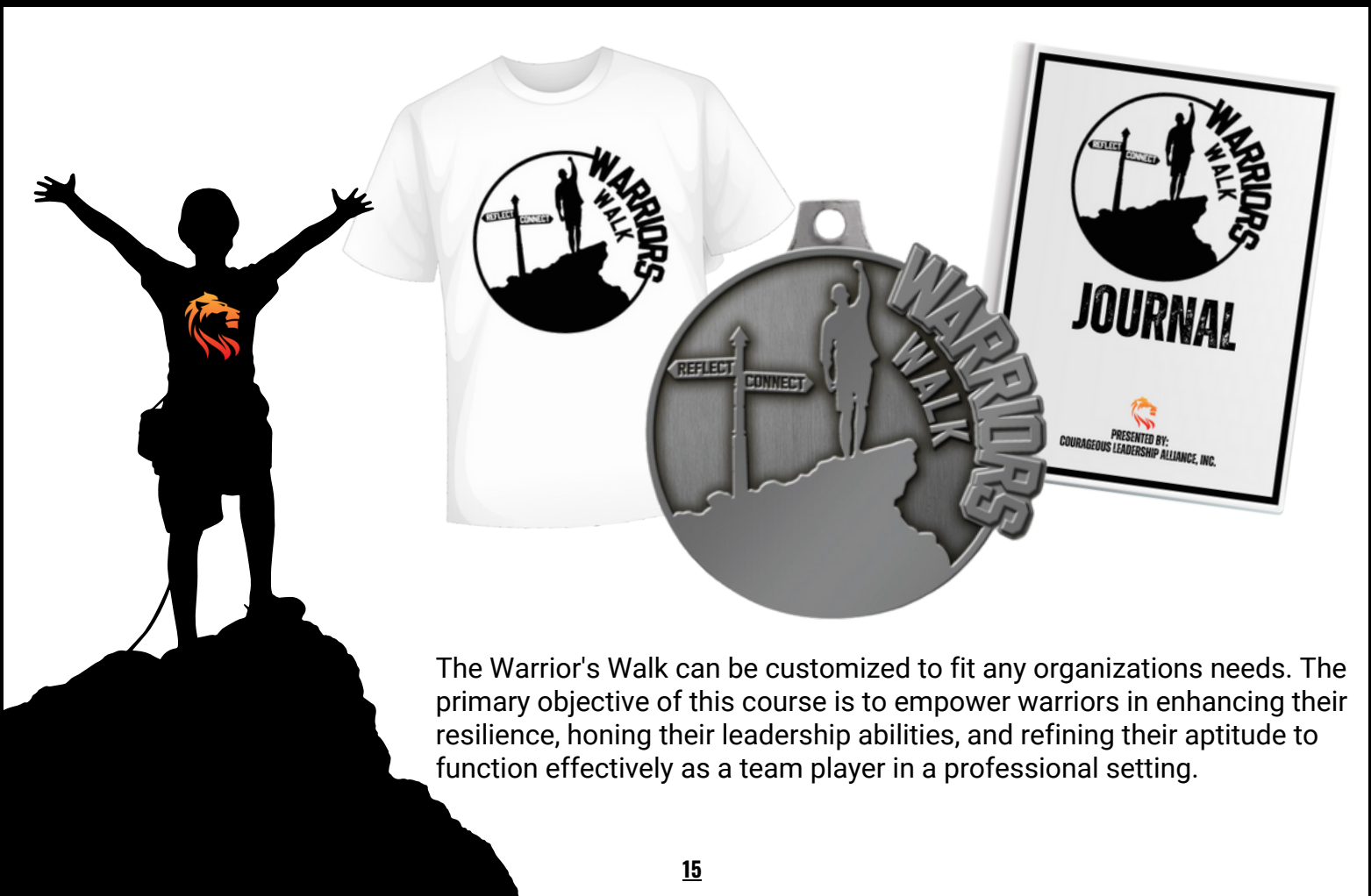
THE WARRIOR'S WALK

The Warrior's Walk course offers a powerful 2-mile journey that provides warriors with engaging opportunities to participate in individual and team connective exercises, self-reflection, insightful facilitated discussion, and a group capstone experience known as "campfire."

The primary objective of this course is to empower warriors in enhancing their resilience, honing their leadership abilities, and refining their aptitude to function effectively as a team player in a professional setting.

The course consists of 8 to 12 custom stations that focus on mindfulness, resilience, and connection.

Each participant will receive a Warrior's Walk T-Shirt, Medal of Completion, and Journal for exercises and self-reflection.



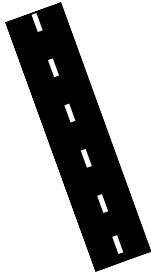
The Warrior's Walk can be customized to fit any organizations needs. The primary objective of this course is to empower warriors in enhancing their resilience, honing their leadership abilities, and refining their aptitude to function effectively as a team player in a professional setting.

COURSE OUTLINE



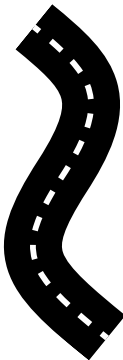
STATION ONE

GROUNDING: Involves taking deep breaths and focusing on your senses to anchor yourself in the present moment.



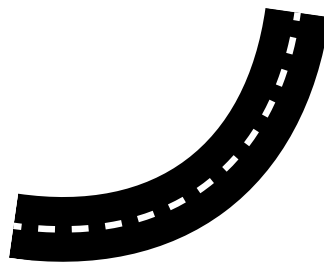
STATION TWO

GRATITUDE: Involves reflecting on the things you are thankful in your life.



STATION THREE

EMPATHY: Involves practicing empathy and understanding towards others.



STATION FIVE

MINDFUL MOVEMENT: Involves gentle physical movements and stretches that focus on being present in the body.



STATION FOUR

SELF-COMPASSION: Involves learning how to be kind to yourself and practice self-care.



STATION SIX

CONNECTION: Involves connecting with others by sharing and listening to stories and experiences.



STATION SEVEN

RESILIENCE: Involves practicing coping skills and techniques to handle challenging situations.



STATION EIGHT

INTEGRATION/CAMPFIRE: Integration which we call CAMPFIRE, involves reflecting on The Warrior's Walk experience and how you can incorporate the lessons learned into your daily lives.



ICF/EXECUTIVE COACHING

As an executive leader, it can often feel isolating to be at the top. You're constantly under scrutiny and facing criticism for every move you make, whether it's a meeting or a speech. On top of that, you have to deal with other challenges, such as the need to develop leaders below you, evaluate new policies and procedures, and find time for your own professional growth. At CLA, we provide the expertise and abilities you need to navigate through all of these obstacles and lead effectively.

Coaching senior executives is a task that demands integrity, courage, and agility from the coach. Our team of seasoned coaches possesses these qualities and has experience working with some of the most successful CEOs and executives in the world. They are adept at communicating effectively with this audience. Our executive coaching program involves a thorough coach-matching process to ensure that coaching styles are tailored to the specific development needs of each leader.

As an executive, it's important to have self-awareness and the ability to create a clear and achievable mission. It's also crucial to break down barriers and promote collaboration and transparency to foster innovation and growth within the organization. Our team and resources can help push you to the next level of effectiveness and awareness.

**INTERMEDIATE COACHING PACKAGE 1:1
3-MONTH TOTAL IMMERSION COACHING EXPERIENCE**

**ADVANCED COACHING PACKAGE 1:1
6-MONTH TOTAL IMMERSION COACHING EXPERIENCE**

**THE BOLD & COURAGEOUS VIP 1:1 PACKAGE
10-MONTH TOTAL IMMERSION MENTORSHIP
FOR THE PURPOSE-DRIVEN CLIENT**

PERSONALITY & TRAIT ASSESSMENTS

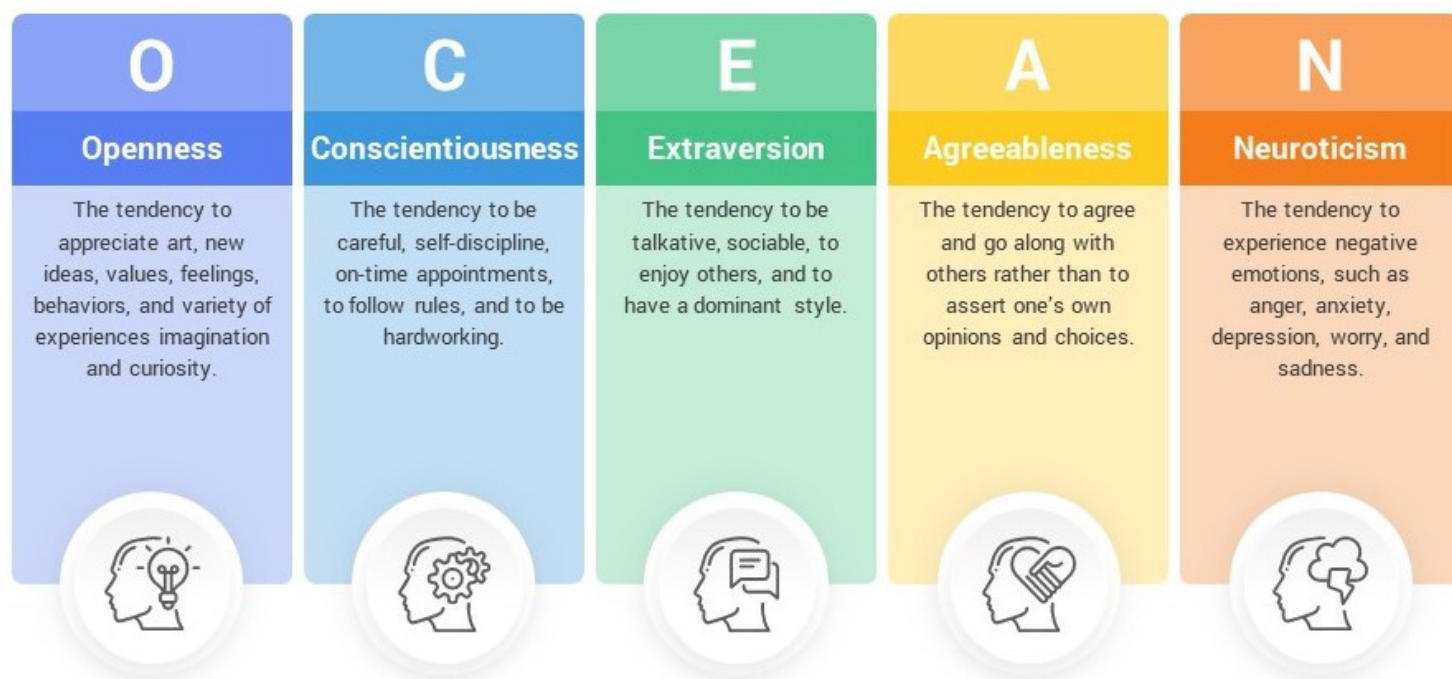
Leadership styles vary from person to person, and there is no one-size-fits-all approach. Whether you're a frontline leader or an executive, CLA can help you become a great leader through science-backed training and assessments. Our experience together will give you valuable insights into the challenges you face, using nationally accredited discovery techniques. By working with us, you'll gain the tools you need to confidently handle any situation and staff interaction, regardless of your level of leadership.

You will be able to determine your own strengths and weaknesses, by using our industry learning assessments, including:

WorkPlace Big Five Profile™

The Big Five personality model is a well-researched and reliable modern approach to understanding personality. It is widely accepted as the standard in personality research and often serves as the benchmark for evaluating other personality assessment tools. Due to its significance, it is often referred to as the "mother" of all personality assessment tools.

The Big Five model categorizes personality into five areas known as Supertraits. In addition, the WorkPlace Big Five evaluation method evaluates personality by analyzing 23 distinct subtraits. By analyzing these traits, we can gain insight into a person's behavior. The WorkPlace Big Five identifies the five Supertraits as: Need for stability (N), Extraversion (E), Originality (O), Accommodation (A), Consolidation (C).



EQ-i 2.0 / EQ 360

The EQ-i 2.0 and EQ 360 assessments are tools used to evaluate emotional intelligence (EI) or emotional quotient (EQ), which is the ability to understand and manage one's own emotions, as well as recognize and influence the emotions of others. These tools are widely used in personal development, leadership training, coaching, and organizational development contexts.

EQ-i 2.0

The EQ-i 2.0 is a self-assessment tool that measures various aspects of emotional intelligence. The EQ-i 2.0 assesses the following key areas:

1. **Self-Perception:** Understanding and expressing one's own emotions.
2. **Self-Expression:** Assertive communication and the ability to express feelings and beliefs non-destructively.
3. **Interpersonal:** Developing and maintaining healthy relationships.
4. **Decision Making:** Using emotions to guide optimal decision-making.
5. **Stress Management:** Coping with challenges and remaining calm under pressure.

EQ 360

The EQ 360, also known as the Multi-Rater version of the EQ-i, provides a more comprehensive view by including not only the individual's self-assessment but also feedback from peers, managers, direct reports, and others. This 360-degree feedback approach helps to highlight discrepancies between an individual's self-perception and how others perceive their emotional intelligence skills in the workplace. The EQ 360 covers the same areas as the EQ-i 2.0 but from multiple perspectives, offering richer insights into an individual's EI.



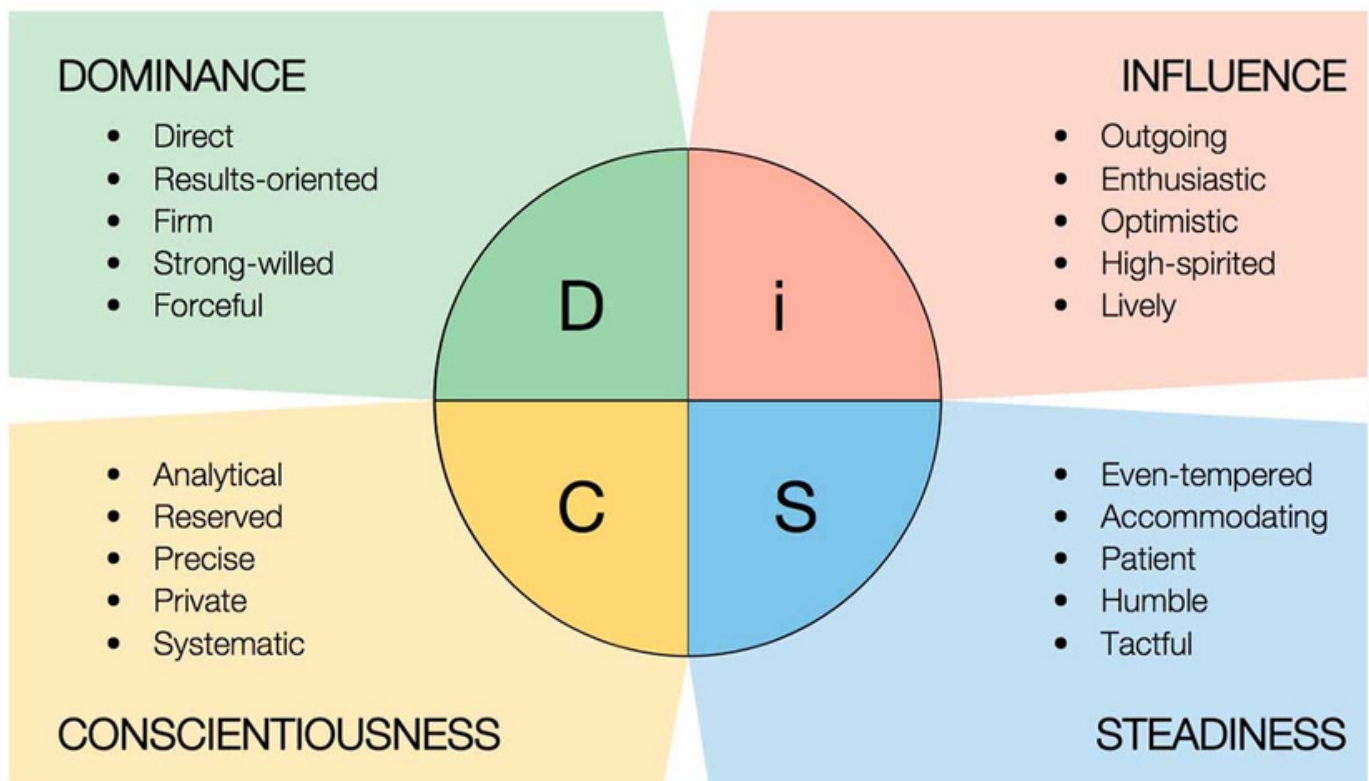
DiSC® Assessment

DiSC is an acronym that stands for the four main personality profiles described in the DiSC model: (D)ominance, (i)nfluence, (S)teadiness and (C)onscientiousness.

- People with D personalities tend to be confident and place an emphasis on accomplishing bottom-line results.
- People with i personalities tend to be more open and place an emphasis on relationships and influencing or persuading others.
- People with S personalities tend to be dependable and place an emphasis on cooperation and sincerity.
- People with C personalities tend to place an emphasis on quality, accuracy, expertise, and competency.

DiSC® evaluates facets of your personality without assessing intelligence, skills, mental health, or personal values. It offers insights into individual behaviors in different contexts, such as reactions to challenges, ways of influencing others, preferred working pace, and adherence to rules. DiSC focuses on identifying behavioral patterns and preferences, without making value judgments or linking them to specific job roles or abilities. It serves as a platform for discussion rather than a diagnostic tool.

At its core, DiSC assesses four primary personality traits: dominance (D), influence (i), steadiness (S), and conscientiousness (C), which are based on the original DISC theory's key components. The Everything DiSC suite further develops these four categories, offering deeper analysis for particular needs like management, leadership, sales, or resolving conflicts. Everything DiSC evaluates eight scales (D, iD/Di, i, iS/Si, S, SC/CS, C, and CD/DC) and identifies priorities during the evaluation, enhancing the breadth of insights provided.



TEAM & ORGANIZATIONAL ASSESSMENT

The Leadership Gap Indicator (LGI) is a team and organizational assessment designed to help organizations compare current leadership capabilities to organizational needs. This analysis helps to identify current leadership capabilities and draw attention to any gaps that may exist. Organizations can use this process to gain important information about priorities for leadership development.

HOW IT WORKS

The Leadership Gap Indicator (LGI) is a tool used to assess the views of employees in your organization about their leadership development needs. Respondents evaluate the relative importance of specific leadership capabilities for success and rate the level to which their peers display these capabilities. Gaps are exposed when these data reveal a deficit between the current and needed leadership capabilities.

The information in this report will address the following questions:

- Which leadership capabilities are important for success in your organization?
- What are the strengths and development opportunities?
- How aligned are the strengths with what is considered important?
- Where should your organization focus its leadership development efforts?
- What factors may be barriers to success?

All capabilities in the LGI Library are part of the Center for Creative Leadership's (CCL) typology of leader capabilities. These capabilities were identified through multiple research projects aimed at understanding effective leadership. They are characteristics of leaders, observable through behavior, and have a proven relationship to effective leadership performance.

The data in this report can be used to:

- Identify leadership strengths and development needs in your organization
- Understand the impact of these strengths and development needs on the organization
- Evaluate the importance of leadership capabilities within the organization
- Inform training and development plans

The survey takes approximately 20 minutes to complete. It includes questions about (1) leadership capabilities that are critical for effectiveness, (2) perceptions regarding the importance of those capabilities to organizational success, and (3) the prevalence of factors that may inhibit leadership capabilities.

Use the response options below to indicate the extent to which Peers at your level, in your organization, demonstrate the following leadership capabilities. Be as accurate as possible in your assessment of these leadership capabilities among your peers. If you believe you cannot answer, please choose Not Applicable (NA).

Peers at my level:

*1. Boundary spanning - Collaborate across formal and informal boundaries to drive results.

1 = To a very little extent	2	3	4 = To a moderate extent	5	6	7 = To a very great extent	Not Applicable (NA)
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CUSTOMIZING YOUR LGI

You may customize your Leadership Gap Indicator (LGI) by selecting up to 20 capabilities from the Leadership Capabilities Library.

Consider the following questions:

- Which capabilities are clear matches to the needs of your organization and existing resources (e.g., competency models, mission statements, values frameworks)?
- Are there capabilities that can be eliminated?
- Have you covered key capabilities that you feel might point to leaders' development needs?

Respondents are asked to indicate the extent to which peers at their level demonstrate each capability in their current roles. The percentages below reflect the responses as low, moderate, or high, based on a 7-point scale. Specifically, a rating of 6 or 7 is considered High Capability (Blue), 3, 4, or 5 is denoted as Moderate Capability (Gray), and ratings of 1 or 2 are considered Low Capability (Orange). Leadership capabilities are sorted in descending order based on the percentage.

LEADERSHIP CAPABILITIES LIBRARY

Ambiguity	Thrive in unclear situations and circumstances.
Boundary spanning	Collaborate across formal and informal boundaries to drive results.
Change leadership	Effectively guide others during changes within the organization.
Communication	Clearly articulate even the most complex concepts.
Compassion & sensitivity	Show genuine interest in others and sensitivity to employees' needs.
Conflict resolution	Produce positive outcomes and minimize damage by addressing conflict quickly and fairly.
Credibility & integrity	Earn and maintain trust by acting with integrity, honesty, and transparency.
Culture	Build healthy, productive work environments while paying attention to unwritten rules and assumptions.
Decision making	Base decisions on sound judgment and make them in a timely manner.
Delegation	Effectively tap other people's talent and energy to get things done.
Develop others	Provide guidance and support to help others learn and grow.
Equity, diversity, inclusion	Recognize, value, and understand group differences in background, culture, and demographics to cultivate an inclusive work environment.
Feedback	Provide objective information others can use to maintain or improve behavior.
Flexibility	Adapt to meet the challenges of a dynamic environment.
Future fluency	Scan internal and external environments for factors, trends, and patterns that result in future possibilities for the business.
Global leadership	Motivate individuals and leverage resources and opportunities from globally dispersed locations.
Influence	Persuade others to foster cooperation and commitment.
Initiative	Independently assess situations, address conflict, and lead action without hesitation.
Innovation	Create environments that foster breakthrough thinking and experimentation.
Interpersonal savvy	Understand what others need and respond appropriately.
Learning agility	Learn and adapt quickly to their work.
Organizational savvy	Navigate organizational ambiguity, politics, dilemmas, and trade-offs.
Performance management	Act decisively, quickly, and fairly when addressing employee performance issues.
Prioritization	Set priorities and focus on what is most important.

Relationship management	Build and grow productive working relationships among employees, peers, and customers.
Resilience	Cope positively with stress, uncertainty, and setbacks.
Self-awareness	Have accurate insight into their own strengths and areas for development.
Strategic alignment	Rally others around a common strategy.
Systems thinking	Focus on the needs of the entire organization or division.
Talent Recruitment and Retention	Find, recruit, and retain talented people.
Team leadership	Unite and engage a group of people to pursue a common goal.
Vision	Create and communicate a compelling picture of the future.

STEPS FOR CREATING A CAPABILITY MODEL

Step 1: Articulate your organization’s strategy.

Consider the following questions to help articulate the connection between strategy and leadership development:

- What are your organization’s core purpose, goals, and objectives?
- What are your organization’s present strengths and weaknesses? How might each change in five or more years?
- What are your organization’s future strengths, weaknesses, opportunities, and threats?
- What is your organization’s competitive advantage? What is your position in the marketplace?

Step 2: Identify the capabilities that map to your organization’s strategy as well as any other relevant internal resources (e.g., competency models, mission statements, values frameworks).

Consider the following questions when identifying the core capabilities required for your organization:

- What capabilities are needed to fulfill your organization’s core purpose, goals, and objectives?
- What capabilities must you have in place five years from now to be successful?
- Which capabilities are critical for your organization to remain successful?
- Which capabilities are critical for your organization to remain competitive?

Step 3: Review and select capabilities in the Leadership Capabilities Library.

Start by reviewing the Leadership Capabilities Library. Read the definitions closely and track your decisions. Consider the following questions:

- Which capabilities are clear matches to your organization’s strategy and relevant internal resources?
- Which capabilities can be eliminated?
- Have you covered key capabilities in your model that might point to leaders’ developmental needs?

Step 4: Administer the survey to assess potential gaps between the current and desired states of leadership capability.

Assess your organization’s current levels of leadership capability and need for additional development. Consider the following questions:

- Where are there leadership capability strengths?
- Where are there leadership capability gaps?
- Are the leadership gaps more pronounced in certain areas (e.g., leadership levels, lines of business, functions/departments, etc.)?



CLA CERTIFIED PROGRAMS





EMPATHETIC LEADERSHIP CERTIFICATE PROGRAM

STUDIES SHOW EMPATHY IS THE MOST IMPORTANT LEADERSHIP SKILL.

Cultivating empathy in business is a key predictor of growth, resilience, employee satisfaction and motivation. The often underestimated leadership quality creates the foundation of strong relationships and community that are necessary for a business to thrive. Being able to understand your customers and employees provides valuable insight into your organization and efficient problem solving.



WHO SHOULD ENROLL?

- This certificate program is specifically designed to accommodate both new and seasoned supervisors, managers, and executive leaders. Individuals that aspire to a leadership role may also participate.

HOW IS THE PROGRAM DELIVERED?

- 30 day self paced post training with 30 days of Empathetic Leadership by Todd Simmons (270 pages). Ten learning modules delivered through 1-3 day in-person bootcamp or live instructor led virtual cohorts.
- Students are responsible for additional reading, exercises, and answering reflection questions.
- Instruction provides real world examples with measurable change that you can adapt to your organization.
- Each training participant will receive one assessment: DISC, EQ 2.0, or BIG 5



EQ-i^{2.0}
assess. predict. perform.



WHAT WILL YOU LEARN TO DO?

- Connect and communicate with your team to foster positive working relationships and community. Hold yourself and employees accountable in an effective way that builds trust and respect.
- Cultivate a culture of empathy in your organization that fosters effective problem solving and innovation.
- Create programs and policies as an empathetic leader that engage and motivate employees. Enhance the shared vision of your organization by applying the individual strengths and goals of your team.

EMPATHETIC LEADERSHIP COMPETENCIES

EMPATHY AS A LEADERSHIP SKILL

The importance of empathy has been highlighted in recent years by psychologists, neuroscientists, and sociologists. It is known that empathy can be developed by practicing it over time with consistency. Employees report empathy in leadership to have a direct relationship with employee loyalty, engagement, and retention. Our proven process to build leadership skills that cultivate empathy builds the foundation for stronger teams and happier employees.

Key considerations the program will cover:

- Understanding the benefits of empathetic leadership in business.
- Emotionally intelligent leaders understand the emotions of others without letting emotions take control.
- Understanding different personalities to motivate success and avoid conflict.
- Being aware of your own strengths & weaknesses, as well as the strengths and weaknesses of your team.
- Asking the right questions to find clarity and insight into problem solving.
- Listening to the whole message to understand and not to respond.
- Practicing patience in a way that maximizes time and energy.
- Evaluating personal values that impact decisions at work.
- Supporting and motivating employees in a way that enables them to do their best.
- Communicate effectively for understanding and efficient decision making.

THE POWER OF EMPATHETIC ORGANIZATIONS

An empathetic leader understands their employee's goals and motivations and is able to align them with the vision of the organization. Healthy relationships lead to maximum results and success. You will see the impact in creating stronger teams, better decision making and negotiating, and a more positive work environment. In today's fast-paced world, it is important to be able to communicate with others efficiently, even if you are not in the same physical space.

Key considerations the program will cover:

- Transforming your mindset as a leader to cultivate empathy toward employees and customers. Seeking out and utilizing feedback from your team.
- Creating policies and programs as an empathetic leader.
- Building community in the workplace.
- Harnessing vulnerability and visibility to build trust.
- Understanding the importance of flexibility to enhance productivity.
- Encouraging risk to promote problem solving and innovation.
- Steps your organization can adapt to cultivate empathy in leadership and culture.
- Improving the customer experience and gaining a competitive advantage.



BUILDING A COURAGEOUS CULTURE TRAINING PROGRAM

A COURAGEOUS CULTURE IS RESILIENT, INNOVATIVE, AND FUTURE ORIENTED.

The power of building and strengthening a courageous organizational culture is impactful at every level. Changing culture starts with leadership fostering courage in themselves and in others. Develop the skills and strategies to evaluate and build your organizational culture, harness effective communication, and inspire a shared vision to achieve ultimate growth.

WHO SHOULD ENROLL?

- This training program is specifically designed to accommodate both new and seasoned supervisors, managers, and executive leaders. Individuals that aspire to a leadership role may also participate.

HOW IS THE PROGRAM DELIVERED?

- Ten learning modules delivered through 1-3 in-person bootcamp or live instructor led virtual cohorts. Students are responsible for additional reading, exercises, and answering reflection questions. Instruction provides real world examples, strategies, and and action steps with measurable change that you can adapt to your organization.

WHAT WILL YOU LEARN TO DO?

- Develop psychological safety in your organization to improve employee retention, boost performance, and create a pipeline of innovative ideas.
- Build trust and implement effective communication throughout your organization.
- Engage and motivate employees in the post-COVID workplace in a culture of adaptability and resilience. Implement coaching programs that lend long-term success and strong business acumen.
- Demonstrate leadership strategies that encourage critical thinking and effective problem solving.
- Create an inclusive, diverse organizational culture that fosters belonging and loyalty.

BUILDING A COURAGEOUS CULTURE COMPETENCIES

PSYCHOLOGICAL SAFETY

- What is psychological safety in the workplace?
- Why psychological safety matters to business
- Stages of Psychological Safety
- How to create psychological safety in your work culture
- Ideas and action steps for leadership and teams

EMOTIONAL INTELLIGENCE

- What does it mean to be emotionally intelligent?
- How does emotional intelligence in leadership impact the workplace? Benefits of emotional intelligence to the leader
- What does emotional intelligence look like in leadership?
- Skills and action steps that build emotional intelligence

ACCOUNTABILITY

- Creating a shared vision in your organization
- The importance of leadership demonstrating accountability How to foster accountability in your organizational culture Developing a framework of accountability
- The consequences of lack of accountability at work



LEADERSHIP COMMUNICATION

- The importance of effective communication from leadership to organizational culture Best practices for effective communication in building a courageous culture
- How to maintain personal connection and interaction with remote workers
- Building trust in the workplace and why it matters
- Strategies for improving communication in your organization

DIVERSITY, INCLUSION, ACCESSIBILITY AND BELONGING

- The business case for diversity, inclusion, and belonging in the workplace What does a diverse and inclusive workplace look like?
- Benefits of an inclusive culture
- How to foster inclusion, justice, and belonging in your organizational culture Tips for leaders to help employees feel empowered and a sense of belonging

CRITICAL THINKING IN A COURAGEOUS CULTURE

- What is critical thinking and how is it valuable to business?
- How to develop and improve your team's critical thinking skills Promoting problem solving at every level of your organization
- Effective problem solving strategies for leadership
- How to develop a culture of curiosity and empowered decision making

BUSINESS ACUMEN

- What is business acumen and why is it important to leaders?
- Key elements of business acumen and how they relate to organizational culture Tips for leadership and the importance of knowing the "why"
- How to develop strong business acumen in your organization
- Developing leadership skills in your employees

DEVELOPING A COACHING CULTURE

- The benefits of a coaching culture in business and driving performance Types of coaching and making the case of coaching to employees
- How leadership can build a coaching culture in your organization Promoting organizational learning and strategies for coaches
- The long-term impact and big picture of a coaching culture

LEADING AN ADAPTABLE WORKFORCE

- What does an adaptable workforce look like and why does it matter? Strategies for leading a multi-generational workforce
- How leaders can navigate in the post COVID workplace
- Creating your leadership pipeline for long-term success
- Building a culture of adaptability and resilience

UNDERSTANDING ORGANIZATIONAL CULTURE

- Types of organizational cultures
- The importance of a strong organizational culture
- Evaluating the culture of your organization
- The role of leadership in maintaining continuity in organizational culture
- Factors that shape culture in the workplace and action steps for managing culture changes



PMP EXAM PREP TRAINING

A PMP Certification validates a project manager's skills and abilities to efficiently and effectively complete projects using predictive, agile, and hybrid approaches. Project managers must be able to lead and uplift a team through all stages of a project to ensure successful completion. With a PMP certification, you'll gain the credibility to open different career opportunities and advancements.

WHO SHOULD ENROLL?

- Project managers seeking to gain credibility to successfully complete projects by highlighting their skills to:
 - Strategically organize a project from start to finish by setting and accomplishing goals
 - Oversee, manage, and motivate a team
 - Determine which approach (predictive, agile, or hybrid) is best for each project

HOW IS THE PROGRAM DELIVERED?

- Virtual or in-person
- +35 hours of live instructor-led training that meets PMI's 35 PDU requirement with a PMI-accepted Certificate of Completion
- PMP® Exam Prep Digital Study Guide/Materials
- Includes PMI application assistance
- Digital full-color student guides
- 30-day post-class study plan
- Parallel military-to-civilian examples
- PMI Exam Fee is Not Included

HOW MUCH DOES THE PROGRAM COST?

- Virtual Training: \$1,800 per person
- In-person Training: \$2,050 per person

HOW MANY TRAINING DAYS IS THE PROGRAM?

- The training consists of 4 days. Each day is 9 hours of training.

PMP® CERTIFICATION PREREQUISITES

- High school diploma, associate's degree, or the global equivalent + 5 years project experience with 35 hours of project management education OR CAPM® certification - OR -
- 4-year degree + 3 years project experience with 35 hours of project management education OR CAPM® certification

PMP® CERTIFICATION EXAM DETAILS

- 180 multiple-choice questions.
- Four hours to complete the exam.

PMP® CERTIFICATION MAINTENANCE

- PMP® certification holders must earn 60 professional development units (PDUs) every three years.

WHAT WILL YOU LEARN TO DO?

- Analyze and execute multiple aspects of the business project including the environment, compliance, specific project and company goals, team management and support, and processes of improvement.
- Determine and explain the urgency of each project based on the project methodology and the importance of delivering it's business value
- Assess, organize, and coordinate a plan for the project including scope, schedule, cost, quality, risk, communications, stakeholders, and procurements based on methodology.
- How to lead high performing teams, virtual teams, training team members, empower team members, and engaging with the team for a mutual understanding of performance success.
- Learn how to address the team's performance by identifying issues, obstacles, blockers, and making changes as needed.
- Efficiently communicate with internal and external stakeholders.
- Learn how to successfully complete project goals and artifact management by evaluating the project governance.
- Learn when and how to apply agile methodologies and frameworks such as Scrum, Kanban, and Xtreme Programming (XP).
- Acknowledge and demonstrate basic agile principles and mindset on projects.
- Acknowledge and demonstrate servant leadership concepts.

PMP® CERTIFICATION PREREQUISITES

- High school diploma, associate's degree, or the global equivalent + 5 years project experience with 35 hours of project management education OR CAPM® certification - OR -
- 4-year degree + 3 years project experience with 35 hours of project management education OR CAPM® certification

PMP® CERTIFICATION EXAM DETAILS

- 180 multiple-choice questions.
- Four hours to complete the exam.

PMP® CERTIFICATION MAINTENANCE

- PMP® certification holders must earn 60 professional development units (PDUs) every three years.

STUDY FOR SUCCESS COURSE

- Our Study for Success Course is a power-packed course designed to give you that last boost of confidence right before your exam, act as a refresher course if you haven't studied in a while, or you feel like your not quite prepared yet and want additional help. If you struggling with taking tests or want to increase your chances on passing the exam on the first attempt, the Study for Success Course is perfect for you!

HOW MUCH DOES THE COURSE COST?

- \$350

WHAT'S INCLUDED IN THE COURSE?

- 4-hours of Live, Webinar Instruction - Thorough and hard-hitting review of everything you need to know to pass the exam
- 100+ Practice Questions - Interactive Q&A during class. Each question is reviewed by the instructor so you know WHY the correct answer is correct
- Testing Strategies - We show you the different type of exam questions to expect and how to dissect each one for full understanding



HOW TO HOST A PMP BOOTCAMP

The first step is to determine if the unit is going to fund the bootcamp, individuals are going to their personal AFCOOL, or a combination of both.

Unit funding: Once you determine how many participants will be funded by the unit, we will send you an invoice. You will then create a spreadsheet with each participant's first name, last name, work email, and personal email.

For personal AFCOOL: the process is a little different. These participants will sign up through a link provided by me. After completing the sign-up form, they will receive an invoice to be submitted with their AFCOOL request. When the time comes, CLA will provide these participants with very specific instructions on how to submit their request.

The course is 4 days. Each day is 9 hours. This course is intended to introduce participants to the PMP concepts and principles and prepare them for the exam with self-study after the course. There is a lot of context that comes with this course. It is not expected for you to immediately test the week after or know everything after the 4 days of training. Again, this course is to prepare participants for the exam WITH self-study after the course.

NOTE: CLA understands there may be some difficulty with the number of days in a row needed to be away from work. Our training delivery is flexible and can be mixed between in-person and virtual and on weekdays and weekends.

Number of Participants: Minimum 10 participants. Maximum 20

Location: If the client cannot provide a location for the training, CLA will find a location for the training.

WHAT DOES THE TRAINING INCLUDE?

- +35 hours of live instructor-led training that meets PMI's 35 PDU requirement with a PMI-accepted Certificate of Completion
- PMP® Exam Prep Digital Study Guide/Materials
- Includes PMI application assistance
- Digital full-color student guides
- 30-day post-class study plan
- Parallel military-to-civilian examples
- PMI Exam Fee is Not Included

HOW MUCH DOES THE TRAINING COST?

- In-person Training: \$2,050 per person
- Virtual Training: \$1,800 per person
 - NOTE: For a group with the maximum number of participants, a group discount rate may be available.



PROFESSIONAL SCRUM MASTER™ I CERTIFICATION

Prove Your Knowledge of Scrum and the Scrum Master Accountabilities

The Professional Scrum Master™ I (PSM I) certification validates your knowledge of the Scrum framework, the Scrum Master accountabilities and how to apply Scrum.

PSM I is recognized by the industry as a certification that demonstrates a fundamental level of Scrum mastery. As a PSM I certification holder, you have proven that you understand Scrum as described in the Scrum Guide and how to apply Scrum in Scrum Teams. PSM I holders have a consistent terminology and approach to Scrum.

PSM I includes questions from the following Focus Areas as defined in the Professional Scrum Competencies.

- Understanding and Applying the Scrum Framework:
 - Empiricism, Scrum Values, Scrum Team, Events, Artifacts, Done
- Developing People and Teams:
 - Self-Managing Teams, Facilitation, Coaching and Mentoring
- Managing Products with Agility:
 - Forecasting & Release Planning, Product Value, Product Backlog Management, Stakeholders and customers.

How is the training delivered?

- Virtual or in-person
- One day of training
- Certified SCRUM facilitator-led

Training Cost - includes training + one exam attempt:

- Virtual: \$399.00 per person. Minimum of 5 participants.
- In-Person \$450.00 per person. Minimum 15 participants.
 - Travel fees included.

Certification Details:

- Passing score: 85%
- Time limit: 60 minutes
- Number of Questions: 80
- Format: Multiple Choice, Multiple Answer, True/False
- Free Credly digital credential included
- Recommended courses: Applying Professional Scrum and/or Professional Scrum Master
- FREE Practice Assessment: Scrum Open
- Lifetime certification - no annual renewal fee required





PROFESSIONAL SCRUM MASTER™ II CERTIFICATION

Prove Your Advanced Knowledge of Scrum and the Scrum Master Accountabilities

The Professional Scrum Master™ II (PSM II) certification validates your ability as a Scrum Master to apply the Scrum framework, support Scrum Teams and solve complex problems in the real world. When attempting the PSM II, you should have advanced Scrum knowledge and in-depth Scrum Master experience.

PSM II includes questions from the following Focus Areas as defined in the Professional Scrum Competencies.

- Understanding and Applying the Scrum Framework:
 - Empiricism, Scrum Values, Scrum Team, Events, Artifacts, Done
- Developing People and Teams:
 - Self-Managing Teams, Facilitation, Leadership Styles, Coaching and Mentoring
- Managing Products with Agility:
 - Product Backlog Management, Stakeholders & Customers
- Developing and Delivering Products Professionally:
 - Managing Technical Risk
- Evolving the Agile Organization:
 - Organizational Design & Culture

How is the training delivered?

- Virtual or in-person
- One and a half days of training
- Certified SCRUM facilitator-led

Training Cost - includes training + one exam attempt:

- Virtual: \$575.00 per person. Minimum of 5 participants.
- In-Person \$650.00 per person. Minimum 15 participants.
 - Travel fees included.

Certification Details:

- Passing score: 85%
- Time limit: 90 minutes
- Number of Questions: 30 (partial credit provided on some questions)
- Format: Multiple Choice, Multiple Answer, True/False
- Free Credly digital credential included
- Recommended courses: Professional Scrum Master and Professional Scrum Master II
- Recommended Certification: PSM I
- Practice assessments: Scrum Open
- Lifetime certification - no annual renewal fee required





PROFESSIONAL SCRUM MASTER™ III CERTIFICATION

Certify Your Distinguished Level of Scrum Master Expertise

The Professional Scrum Master™ III (PSM III) certification validates your deep understanding of how to apply Scrum, Scrum practices, and the Scrum Values. PSM III tests your ability as a Scrum Master in a variety of complex team and organizational situations. Earning the PSM III requires a very high level of Scrum knowledge and extensive experience as a Scrum Master.

PSM III questions ask you to know the content and understand the context of the Scrum Guide, then apply your own experience. While the Scrum Competencies are similar to those of the PSM I and PSM II, you will be required to move beyond simple knowledge. You will be asked to describe how you would respond to different scenarios while remaining true to Scrum.

PSM III draws broadly from the following Professional Scrum Competencies and Focus Areas;

- Understanding and Applying the Scrum Framework:
 - Empiricism, Scrum Values, Scrum Team, Events, Artifacts, Done
- Developing People and Teams:
 - Self-Managing Teams, Facilitation, Coaching, Mentoring, Teaching
- Managing Products with Agility:
 - Forecasting & Release Planning, Product Value, Stakeholders & Customers

How is the training delivered?

- Virtual or in-person
- Two full days of training
- Certified SCRUM facilitator-led

Training Cost - includes training + one exam attempt:

- Virtual: \$775.00 per person. Minimum of 5 participants.
- In-Person \$995.00 per person. Minimum 15 participants.
 - Travel fees included.

Certification Details:

- Scoring: Pass/Did Not Pass
- Responses are scored by a team of Scrum experts using a common grading guide. Each response is evaluated to determine if it meets, exceeds, or does not meet the grading expectations. After all questions are scored, the entire test is reviewed to determine whether a passing score was earned.
- Time limit: 2.5 hours (150 minutes)
- Number of Questions: 24
- Format: Essay questions only. All responses must be typed - no pasting of prepared responses. Please review the Standard of Conduct for more information.
- Grading takes approximately 4 weeks. The score is emailed as soon as grading is complete.
- Difficulty: Expert
- Free Credly digital credential included
- Recommended courses: Professional Scrum Master, Professional Scrum Master II
- Recommended certifications: PSM I, PSM II
- Practice assessments: Scrum Open, Nexus Open, Developer Open, Product Owner Open, Evidence-Based Management Open, Facilitation Skill Open, Agile Leadership Open
- Lifetime certification - no annual renewal fee required





SELF-PACED COURSES

CLA has partnered with MindEdge to offer a suite of accredited courses to our CLA network. We listen to learners...

WHO IS MINDEGE?

Founded in 1998 by Harvard and MIT educators, MindEdge offers top shelf online courses and certificates to help you re-skill, upskill, and stay enriched with lifelong learning.

WHAT WE DO?

Courageous Leadership Alliance partnered with MindEdge to offer courses, bundles, certificates, exam prep, and simulations to help you reach your personal and professional goals. We serve credential-holders and career growers alike by partnering with these credit-granting authorities. All of our accredited courses and certificate programs can be paired with any of our workshops, short courses or prep training bootcamps.

Please review our complete course list on our website at <https://courageouslead.com/our-programs/>

2473	Certificate in Data Analytics	Certificate	Data Analytics
1127	Data Analysis for Improving Organizational Performance Data Analysis in the Real World	Course	Data Analytics
1126	Data Analysis in the real world	Course	Data Analytics
1554	Introduction to Data Analysis	Course	Data Analytics
4404	Certificate in Emerging Technology for Managers	Certificate	Emerging Technologies
1484	A Manager's Guide to Artificial Intelligence	Course	Emerging Technologies
1568	A Manager's Guide to Blockchain	Course	Emerging Technologies
1486	A Manager's Guide to Robotics	Course	Emerging Technologies

0314	Leadership and Management for Entrepreneurs	Course	Entrepreneurship
1643	Selling Like a Pro	Course	Entrepreneurship
0313	Strategic Marketing for Entrepreneurs	Course	Entrepreneurship
1972	Assessing Diversity and Inclusion	Course	HR Management
1925	Building an Inclusive Organization	Course	HR Management
2010	Building and Supporting a Remote Workforce	Course	HR Management
18027	Certificate in Diversity and Inclusion in HR Management Certificate in HR Management	Certificate	HR Management
0005	Certificate in Human Resource Management	Certificate	HR Management
19708	Certificate in Managing the Hybrid Workforce	Certificate	HR Management
0336	Compensation & Benefits	Course	HR Management
1781	Cybersecurity for Human Resource Professionals	Course	HR Management
1233	Data and Human Resource Management	Course	HR Management
0339	Equal Employment Opportunity	Course	HR Management
2011	Fostering an Inclusive Culture	Course	HR Management
1981	Hiring and Retaining Diverse Talent	Course	HR Management
1604	Hiring, Managing and Developing Talent	Course	HR Management
8777	HR Ethics Certificate	Certificate	HR Management
1802	HR Ethics Series: Building an Ethical Organization	Course	HR Management
1725	HR Ethics Series: Capitalism, Inequality, and Justice	Course	HR Management
1760	HR Ethics Series: Common Ethical Challenges	Course	HR Management
1745	HR Ethics Series: Corporations and Corporate Social Responsibility	Course	HR Management
1702	HR Ethics Series: Defining Business Ethics	Course	HR Management
1710	HR Ethics Series: Ethical Decision Making	Course	HR Management
1801	HR Ethics Series: Globalization and Ethics	Course	HR Management
1787	HR Ethics Series: Issues in the Workplace	Course	HR Management
1779	HR Ethics Series: Leadership and Organizational Ethics	Course	HR Management
1723	HR Ethics Series: Theories of Ethics	Course	HR Management
1739	HR Hot Topic: Diversity and Inclusion in the workplace	Course	HR Management
1873	HR Hot Topic: Recruiting Multi-Generational Employees	Course	HR Management
1917	HR Tools for Engaging Top Performers	Course	HR Management
2068	HR Skills: Coaching	Course	HR Management
2070	HR Skills: Progressive Discipline	Course	HR Management
2069	HR Skills: Handling Difficult Conversations	Course	HR Management
2076	HR Skills: Leadership and HR	Course	HR Management
0003	Certificate in Entrepreneurship	Certificate	Entrepreneurship

2056	HR Skills: Communication and HR	Course	HR Management
2090	HR Skills: Conflict Resolution	Course	HR Management
2052	HR Skills: SMART Goals for Performance Evaluation	Course	HR Management
2096	HR Skills: Problem-Solving	Course	HR Management
1617	Becoming a Better Leader	Course	Leadership
1526	Body Language for Leaders	Course	Leadership
0007	Certificate in Leadership	Certificate	Leadership
21304	Certificate in Leadership (ACE Credit)	ACE Course	Leadership
0312	Introduction to Leadership	Course	Leadership
0037	Leaders and Work-Life Balance	Course	Leadership
1551	Leadership Assessment	Course	Leadership
0038	Leading and Managing Change	Course	Leadership
1916	Leading from a Distance	Course	Leadership
1935	Leading High-Performance Teams	Course	Leadership
0039	Leading Teams	Course	Leadership
1491	Emotional Intelligence for Managers	Course	Management
0170	How Can I Help You? Customer Service Best Practices	Course	Management
1959	PM Skills: Interpersonal Skills for Project Leaders	Course	Project Management
1964	PM Skills: Communication	Course	Project Management
1980	PM Skills: Conflict Management	Course	Project Management
1960	PM Skills: Negotiation	Course	Project Management
1936	PM Skills: Critical Thinking and Decision Making	Course	Project Management
1971	PM Skills: Leadership	Course	Project Management
1984	PM Skills: Team Development	Course	Project Management
1995	PM Skills: Interaction and Engagement	Course	Project Management
1986	PM Skills: Change Management	Course	Project Management
2015	PM Skills: Analysis and Problem Solving	Course	Project Management
2000	PM Skills: Embracing Risk and Uncertainty	Course	Project Management
2008	PM Skills: Tailoring and Adaptability	Course	Project Management
1996	PM Skills: Planning and Project Design	Course	Project Management
2025	PM Skills: Expanding Focus and Alignment	Course	Project Management
Suite ID	Lean Six Sigma Yellow Belt Prep Course and Exam Lean	Bundle	Six Sigma & Lean
1758	Six Sigma Yellow Belt Certification Exam	Course	Six Sigma & Lean
2976	Lean Six Sigma Green Belt Prep Course and Exam Lean	Bundle	Six Sigma & Lean
1138	Six Sigma Green Belt Certification Exam	Course	Six Sigma & Lean
0947	Six Sigma Basics	Course	Six Sigma & Lean

Suite ID	Six Sigma Yellow Belt Prep Course and Exam (Bundle Only) Six Sigma	Exam Prep	Six Sigma & Lean
0957	Yellow Belt Certification Exam	Course	Six Sigma & Lean
Suite ID	Six Sigma Green Belt Prep Course and Exam (Bundle Only) Six Sigma Green	Exam Prep	Six Sigma & Lean
0948	Belt Certification Exam	Course	Six Sigma & Lean
1144	Six Sigma Black Belt Exam Prep Course	Exam Prep	Six Sigma & Lean
0986	Six Sigma Black Belt Certification Exam	Course	Six Sigma & Lean
Suite ID	Certificate in Web Design	Certificate	Web Design
1676	CSS for Web Design	Course	Web Design
1671	Introduction to Web Design	Course	Web Design
1675	HTML for Web Design	Course	Web Design
1677	JavaScript for Web Design	Course	Web Design
1678	Responsive Web Design	Course	Web Design
Suite ID	Certificate in Leadership for Women in Business	Certificate	Women in Business
21305	Certificate in Leadership for Women in Business (ACE Credit)	ACE	Women in Business
1206	Logistics and Distribution Management	Course	Operations
1204	Operations Management	Course	Operations
1209	Procurement and Supply Management	Course	Operations
0987	Supply Chain Management Basics	Course	Operations
1205	Social Media Marketing	Course	Marketing
1429	Web Analytics	Course	Marketing
Suite ID	Certificate in Nonprofit Management	Certificate	Nonprofit Management
17147	Grant Writing Skills Suite	Bundle	Nonprofit Management
0043	How to Coach	Course	Management
1835	HR Fundamentals for Managers	Course	Management
1746	Introduction to Management	Course	Management
0044	Introduction to Negotiations	Course	Management
0320	Managing in a Modern Organization	Course	Management
0321	Managing People	Course	Management
1683	Managing Remote Employees	Course	Management
1511	Negotiations: Making Business Deals	Course	Management
1512	Negotiations: Resolving Disputes	Course	Management
1644	Optimizing Operations and Managing Crises	Course	Management
1529	The Effective Manager's Toolbox	Course	Management
0046	Time Management	Course	Management
0360	An Overview of Marketing	Course	Marketing
3243	Certificate in Digital Marketing	Certificate	Marketing



COURAGEOUS LEADERSHIP ALLIANCE INC.

CAPABILITIES STATEMENT

CORPORATE CONTACT

Company:

Courageous Leadership Alliance, INC.

CEO:

Todd Simmons

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719-661-9104

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DIFFERENTIATORS

- EQ-i 2.0 + EQ 360 Certification Program
- 2RL Coach Level I - Two Roads Leadership
- Certified ICF Executive Coach
- Diversity, Equity and Inclusion in the Workplace Certificate
- Authorized Training Partner - Resilience-Building Leader Program (RBLP)
- Resilience-Building Leadership Professional Trainer (RBLP-T)

CORPORATE DATA

- **DUNS #:** 117362126
- **CAGE Code:** 8FYL6
- **UEI:** HM8BC9HK6E47
- **Primary NAICS Code:**
 - 541611 - Administrative Management and General
- **Management Consulting Services NAICS Codes:**
 - 541612 - Human Resources Consulting Services
 - 541613 - Marketing Consulting Services
 - 541618 - Other Management Consulting Services
 - 541690 - Other Scientific and Technical Consulting Services
 - 611430 - Professional and Management Development Training
 - 611699 - All Other Miscellaneous Schools and Instruction
 - 611710 - Educational Support Services
- **Product and Service Code (PSC):**
 - U001 - Education/Training- Lectures (Specialized Educational Services)
 - U014 - Education/Training- Security (Specialized Educational Services)

CORPORATE CAPABILITIES

Courageous Leadership Alliance, INC. (CLA) provides top-notch training programs for leadership development, organizational training, and business consulting services. As a Service-Disabled Veteran-Owned Small Business (SDVOSB), CLA offers distinct and customized consulting services that focus on developing leadership skills, promoting resilience, fostering innovation, implementing effective management strategies, shaping organizational culture, enhancing communication, building effective teams, improving emotional intelligence, promoting diversity and inclusion, and honing coaching abilities.

Their expertise in leadership development strategy, metric development, and leadership training has resulted in successful engagements with organizations such as NASA, Amazon, and the U.S. Air Force.

With CLA's expertise in leadership program management, management consulting, and organizational development, the team is well-equipped to provide comprehensive and tailored solutions to meet the needs of government contracts and support the project's objectives.