

Leadership Lab Learning System

Leadership development extends beyond the confines of singular workshops. Instead, it flourishes within a continuous cycle of daily learning and pragmatic application. With this philosophy at its core, Leddin Group has crafted a unique development process, marrying award-winning content with a distinctive delivery system, ensuring effective leadership growth. The “Learn, Reflect, Apply” growth model gets leadership training out of the classroom and into your work. We offer six Leadership Lab Learning Treks:

1. **The 5 Practices of Impactful Leaders**

An immersive journey tailored for individuals at various stages of their leadership journey. Whether you’re an aspiring leader, a team leader, or leading other leaders, this course is meticulously crafted to reshape and refine your leadership prowess. Engage with a daily regimen of insightful readings, introspective questions, and real-world challenges. Based on Dr. Patrick Leddin’s *WSJ*-bestselling book, *The Five-Week Leadership Challenge*, learners engage with all 5 Ps: Perspective, Purpose, Priorities, Plans, and Performance. Each Practice culminates in a meaningful activity, revealing facets of your distinctive leadership style.

2. **DISRUPT: Rethinking Yourself, Relationships, Ideas, and Results**

A transformative experience designed to propel leaders and individuals into a new dimension of innovative thinking. In a world dominated by conventions and age-old methodologies, the ability to disrupt the status quo is the game-changer. This course isn’t just about understanding disruption; it’s about embodying it. Dive deep into the disruptive thinking framework, confront your habits, and redefine your impact. If you’re keen on not just navigating but spearheading the wave of disruption, either within your team, your organization, or in personal realms, this course is your compass.

3. **SERVE: Be a Customer-Driven Leader**

Transcend conventional understanding of leadership, advocating for a paradigm where leaders view and treat their team members with the same dedication and fervor as their most valued customers. This course emphasizes the potency of leadership rooted in trust, respect, commitment, and loyalty. Engage with a curriculum designed to remodel your leadership behaviors, reinforcing bonds with team members, fostering loyalty, and consequently driving optimal performance. If you seek to instill a culture where every team member finds profound meaning and value in their work, SERVE is your compass.

4. **INSPIRE: Build a Team of Problem Solvers**

When the stakes are high and alignment with strategic objectives is crucial, INSPIRE provides a meticulously crafted process. The INSPIRE acronym breaks down the decision-making process into digestible steps, ensuring clarity, alignment, and effective execution. Whether you're leading a team, project, or simply aiming to enhance your decision-making prowess, this course is the definitive guide to making informed, strategic choices with confidence.

5. **ENGAGE: Encourage Involvement, Build Systems, Grow People**

Tailored for leaders who recognize the vast reservoir of talent around them but feel tethered to the helm, ensuring tasks get done. Transition from the role of a sole doer to a motivator, system architect, and mentor. ENGAGE presents a structured approach to fostering a culture where team members are actively engaged, contribute enthusiastically, and collaboratively elevate results. If you're set on creating a milieu where every individual feels empowered and is driven to consistently deliver their best, ENGAGE is your beacon.

6. **DELIVER: Create a Results-Oriented Culture**

A comprehensive guide tailored for leaders determined to infuse their organizations with a culture anchored in consistent performance and results. Discover the profound impact of effective feedback, accountability, engaging team scoreboards, and the celebration of successes. DELIVER empowers you with the tools to craft a culture that not only achieves organizational priorities but also leaves an enduring leadership legacy, setting the stage for continued excellence beyond your tenure.

Each of the six courses takes participants on a profound journey, navigating our thoughtfully curated four-step learning treks. These holistic learning experiences emphasize not just knowledge acquisition but also practical application, fostering genuine growth and transformation.

1. **Launch**

Kick off your learning adventure in this introductory phase. Here, participants will familiarize themselves with the course content, understand the learning process, and bond with their cohort, setting the stage for collaborative growth.

2. **Grow**

Dive deep into daily lessons structured around the "learn, reflect, and apply" mantra. This stage ensures participants not only absorb the content but also introspect on its implications and discover ways to seamlessly integrate the knowledge into their roles.

3. **Huddle**

This interactive session offers participants the opportunity to convene with their guide. It's a platform to discuss insights gleaned from the lessons, share experiences, and deliberate on real-world challenges and opportunities. These collaborative discussions further reinforce the learning and its practical applications.

4. **Report**

A culmination of the learning journey, this phase offers each leader a platform to showcase their evolution. Leaders share their experiences of integrating their newfound knowledge into their roles, detailing the transformative changes they've implemented within themselves, their teams, and the results they've achieved.

Our courses are meticulously crafted to cater to three distinct audiences:

1. Aspiring Leaders

Tailored for individuals poised at the threshold of their leadership journey, seeking foundational knowledge and skills to embark confidently.

2. Team Leaders

Designed for those at the helm of teams, aiming to refine their leadership techniques to foster enhanced team dynamics and achieve collaborative success.

3. Leaders of Leaders

Curated for visionaries steering other leaders, focusing on strategies to cultivate leadership growth and foster excellence at multiple tiers.

The 5 Practices of Impactful Leaders (5PIL)

Course Description

An immersive journey tailored for individuals at various stages of their leadership journey. Whether you're an aspiring leader, a team leader, or leading other leaders, this course is meticulously crafted to reshape and refine your leadership prowess. Engage with a daily regimen of insightful readings, introspective questions, and real-world challenges. Based on Dr. Patrick Leddin's *WSJ*-bestselling book, *The Five-Week Leadership Challenge*, learners engage with all 5 Ps: Perspective, Purpose, Priorities, Plans, and Performance. Each Practice culminates in a meaningful activity, revealing facets of your distinctive leadership style.

Learning Objectives

By the end of the course, participants will be able to:

1. Identify and Understand Leadership Mindsets

Delve into the perspectives that shape your approach to leadership. Assess your current mindset to pinpoint areas for enhancement while recognizing strengths that you naturally possess.

2. Define Your Leadership Purpose

Understand your intrinsic motivations for leading and the tangible impact you aim to achieve. You'll draft a 'Leadership Impact Statement', elucidating the unique imprint you intend to make in your present role.

3. Set Clear Leadership Priorities

Establish the pivotal goals that underpin your leadership endeavors. Identify and define your two to three topmost priorities, ensuring that they resonate with your leadership ethos.

4. Develop Effective Leadership Plans

Draft actionable strategies tailored to each of your identified priorities. This structured approach ensures that your ambitions align seamlessly with your actions.

5. Evaluate and Enhance Leadership Performance

Equip yourself with knowledge about seven common leadership pitfalls and their unique, uncommon solutions. Reflect and draft your 'Personal Leadership Legacy Statement', encapsulating the lasting impact you envision leaving behind in your leadership journey.

Outcomes

The 5 Practices of Impactful Leaders empowers leaders at various echelons with the insights and tools requisite to lead with both intentionality and efficacy. Participants will gain the clarity and confidence to confront leadership challenges head-on, equipped with a well-defined purpose and a tangible plan. Whether your aim is to unearth your leadership potential, synchronize your ambitions with actionable steps, or etch an indelible leadership legacy, *The 5 Practices of Impactful Leaders* paves the way to master the diverse terrains of impactful leadership.

Target Audience

- **Aspiring Leaders:** Those embarking on their leadership journey, seeking direction and foundational principles.
- **Team Leaders:** Individuals leading teams, aiming to enhance team dynamics and drive results.
- **Leaders of Leaders:** Visionaries steering other leaders, aiming to foster leadership growth at multiple tiers.

Implementation Timing

Launch Session Options: Choose from durations of 90 minutes, half-day, full-day, or two days.

Daily Lessons: 46, typically completed by participants over a span of 9 to 12 weeks.

DISRUPT: Rethinking Yourself, Relationships, Ideas, and Results

Course Description

DISRUPT: Rethinking Yourself, Relationships, Ideas, and Results is a transformative experience designed to propel leaders and individuals into a new dimension of innovative thinking. In a world dominated by conventions and age-old methodologies, the ability to disrupt the status quo is the game-changer. This course isn't just about understanding disruption; it's about embodying it. Dive deep into the disruptive thinking framework, confront your habits, and redefine your impact. If you're keen on not just navigating but spearheading the wave of disruption, either within your team, your organization, or in personal realms, this course is your compass.

Learning Objectives

By the end of the course, participants will be able to:

1. Challenge Conventions

Recognize and challenge the "that won't work here" mindset. Understand the barriers to innovation and learn techniques to dismantle them.

2. Revisit Personal Habits

Dive into introspection, examining habits that may stifle innovation and learning strategies to foster a disruptive mindset.

3. Reevaluate the Status Quo

Assess the existing frameworks and understand the importance of constant evolution in the ever-changing landscape of business and personal growth.

4. Introduce Disruptive Behaviors

Grasp a comprehensive framework of disruptive thinking, behaviors, and results. This newfound knowledge will pave the way for revolutionary actions and outcomes.

5. Commit to a Disruptive Path

Leave the course with a firm resolution to carve out a unique, disruptive trajectory. Acquire the tools and insights to aid others in embarking on a similar transformative journey.

Outcomes

DISRUPT transforms participants from passive observers of change to active pioneers of disruption. You'll gain the acumen to harness the chaotic forces of change, channeling them into positive disruptions that redefine yourself, relationships, team results, and much more. Whether you're a leader aspiring to unlock untapped potential within your team or an individual yearning for a creative resurgence, this

course equips you with the blueprint to think out-of-the-box and actualize groundbreaking results.

Target Audience

- **Aspiring Leaders:** Tailored for those who aim to comprehend creative thinking processes and yearn to bring about fresh results.
- **Team Leaders:** Perfect for those looking to harness and realize the latent innovation within their teams or entire organizations.
- **Leaders of Leaders:** For any leader or executive eager to convert challenges and changes into opportunities for positive disruptions across the organization.

Implementation Timing

Launch Session Options: Choose from durations of 90 minutes, half-day, or full day.

Daily Lessons: 30, typically completed by participants over a span of 8 to 10 weeks.

SERVE: Be a Customer-Driven Leader

Course Description

SERVE: Be a Customer-Driven Leader transcends the conventional understanding of leadership, advocating for a paradigm where leaders view and treat their team members with the same dedication and fervor as their most valued customers. This course emphasizes the potency of leadership rooted in trust, respect, commitment, and loyalty. Engage with a curriculum designed to remodel your leadership behaviors, reinforcing bonds with team members, fostering loyalty, and consequently driving optimal performance. If you seek to instill a culture where every team member finds profound meaning and value in their work, *SERVE* is your compass.

Learning Objectives

By the end of the course, participants will be able to:

1. Adopt a Customer-Driven Perspective

Embrace the philosophy of treating team members with the same care and attention as top-tier customers, understanding the transformative effects this mindset brings.

2. Model Exemplary Behaviors

Learn to exemplify behaviors that set the gold standard, ensuring team members are not just guided but inspired to emulate these values and practices.

3. Cultivate Stronger Commitment

Discover strategies to nurture unwavering commitment within teams, leading to increased productivity and collaboration.

4. Foster Loyalty and Trust

Delve into techniques that strengthen team loyalty, building a foundation of trust and mutual respect, pivotal for long-term success.

5. Enhance Team Value and Meaning

Equip yourself with tools and insights to create an environment where every team member discerns profound meaning and value in their contributions.

6. Drive Optimal Performance

Understand the correlation between employee satisfaction and performance, learning to harness this connection to achieve organizational objectives.

Outcomes

SERVE changes participants from traditional leaders to customer-driven leaders. Armed with the tools and insights from this course, leaders will be better positioned to build a cohesive and motivated team, where every member is deeply committed and finds genuine value in their work. Whether you aim to revitalize your leadership style, enhance team dynamics, or create a harmonious workplace ecosystem where trust, loyalty, and commitment thrive, *SERVE* paves the way for transformative leadership.

Target Audience

- **Aspiring Leaders:** Individuals looking to grasp the essence of customer-driven leadership, setting themselves up for future leadership roles with a unique and effective approach.
- **Team Leaders:** Professionals who interact directly with teams and seek to inspire, motivate, and build stronger bonds.
- **Leaders of Leaders:** For those at the helm, looking to refine their leadership style to drive commitment, loyalty, and exceptional performance within their teams.

Implementation Timing

Launch Session Options: Choose from durations of 90 minutes, half-day, or full day.

Daily Lessons: 32, typically completed by participants over a span of 8 to 10 weeks.

INSPIRE: Build a Team of Problem Solvers

Course Description

INSPIRE: Build a Team of Problem Solvers provides a comprehensive and structured approach to decision-making, which is often a daunting process, especially when the stakes are high and alignment with strategic objectives is crucial. Introducing the *INSPIRE* Method, a meticulously crafted acronym that breaks down the decision-making process into digestible steps, ensuring clarity, alignment, and effective execution. Whether you're leading a team, project, or simply aiming to enhance your decision-making prowess, this course is the definitive guide to making informed, strategic choices with confidence.

Learning Objectives

By the end of the course, participants will be able to:

1. Isolate the Problem

Understand the art of problem identification. Learn the importance of clearly defining problems through context evaluation and drafting precise problem statements before diving into solutions.

2. Name Evaluation Criteria

Master the skill of brainstorming, and subsequently defining and ranking evaluation criteria to ensure decision alignment with overarching objectives.

3. Search for Options

Explore the process of brainstorming to identify potential solutions. Further, delve into the art of refining and expanding on the most promising options.

4. Pick the Solution

Develop a nuanced understanding of comparing available options, ensuring the selected solution resonates with the defined problem and strategic objectives.

5. Identify Possible Risks

Gain insights into risk identification and assessment. Acquire tools and techniques to craft robust mitigation plans, ensuring decisions remain on the desired trajectory.

6. Realize Our Success

Learn the importance of proactive execution and the art of effective communication to ensure team alignment and successful implementation.

7. Evaluate the Results

Emphasize the significance of monitoring and measuring outcomes. Celebrate team victories, while also imbibing crucial lessons from every decision-making journey.

Outcomes

INSPIRE transforms participants from hesitant decision-makers to strategic problem solvers. Participants will be equipped with a robust framework that simplifies complex decisions into structured steps, ensuring clarity, alignment, and efficacy in execution. Whether you're navigating the labyrinth of organizational decision-making or looking to hone your individual decision-making skills, this course offers the roadmap to confident and strategic choices.

Target Audience

- **Aspiring Leaders:** Professionals navigating project-related decisions or those keen on refining their decision-making skillset, ensuring their choices are strategic, informed, and effective.
- **Team Leaders:** Those who frequently make crucial decisions and aim to guide their teams with clarity and purpose.
- **Leaders of Leaders:** Senior leaders and executives who want to help people at all levels make decisions that are both informed and aligned with organizational strategy.

Implementation Timing

Launch Session Options: Choose from durations of 90 minutes, half-day, or full day.
Daily Lessons: 28, typically completed by participants over a span of 7 to 9 weeks.

ENGAGE: Encourage Involvement, Build Systems, Grow People

Course Description

ENGAGE: Encourage Involvement, Build Systems, Grow People is a transformative journey tailored for leaders who recognize the vast reservoir of talent around them but feel tethered to the helm, ensuring tasks get done. Transition from the role of a sole doer to a motivator, system architect, and mentor. *ENGAGE* presents a structured approach to fostering a culture where team members are actively engaged, contribute enthusiastically, and collaboratively elevate results. If you're set on creating a milieu where every individual feels empowered and is driven to consistently deliver their best, *ENGAGE* is your beacon.

Learning Objectives

By the end of the course, participants will be able to:

1. Shift from Doer to Encourager

Understand the pivotal role of a leader as a motivator and how to inspire proactive contributions from every team member.

2. Master the Art Building Team Member Engagement Systems

Learn to craft effective systems to sponsor and onboard, train and develop, drive accountability, build relationships, and ensure effective succession planning.

3. Grow People through Coaching

Delve deep into coaching techniques that empower team members, harness their strengths, and facilitate their personal and professional growth.

4. Foster Active Participation

Discover strategies to cultivate an environment where individuals choose to be actively involved, leveraging their unique skills and insights.

5. Leverage Team Strengths

Recognize and capitalize on the diverse strengths within your team, ensuring optimized outcomes and individual growth.

6. Create an Empowering Environment

Equip yourself with tools to fashion a workspace where every team member is driven to bring forth their paramount efforts consistently.

Outcomes

ENGAGE will move learners from feeling like the sole linchpin holding everything together to visionary leaders who inspire, systematize, and nurture. Armed with the

knowledge and tools from this course, leaders will foster teams that are self-driven, collaborative, and consistently perform at their peak. If you're committed to transitioning from task management to people growth, building efficient systems, and evoking the best from your team, *ENGAGE* is the steppingstone to transformative leadership.

Target Audience

- **Aspiring Leaders:** Individuals gearing up for leadership roles, looking to grasp the essence of engagement-driven leadership that truly empowers and elevates teams.
- **Team Leaders:** Professionals keen on enhancing team dynamics, fostering active participation, and leveraging collective strengths for better outcomes.
- **Leaders of Leaders:** For those at the forefront, dedicated to creating a culture that unlocks and leverages talent across the organization, driving engagement, and fostering a sense of ownership at all levels.

Implementation Timing

Launch Session Options: Choose from durations of 90 minutes, half-day, or full day.

Daily Lessons: 34, typically completed by participants over a span of 9 to 11 weeks.

DELIVER: Create a Results-Oriented Culture

Course Description

DELIVER: Create a Results-Oriented Culture is a comprehensive course tailored for leaders determined to infuse their organizations with a culture anchored in consistent performance and results. Discover the profound impact of effective feedback, accountability, engaging team scoreboards, and the celebration of successes. *DELIVER* empowers you with the tools to craft a culture that not only achieves organizational priorities but also leaves an enduring leadership legacy, setting the stage for continued excellence beyond your tenure.

Learning Objectives

By the end of the course, participants will be able to:

- 1. Engage in Collaborative Planning and Execution**
Develop techniques to determine and execute priorities not as an isolated leader but in collaboration with your team, ensuring collective ownership and success.
- 2. Provide Effective Feedback and Establish Accountability**
Master the combined power of delivering constructive feedback and ensuring individual and team accountability, leading to consistent alignment with organizational goals.
- 3. Construct Engaging Team Scoreboards**
Grasp the art of designing dynamic scoreboards that motivate teams, providing clear visibility of progress and objectives.
- 4. Celebrate Success**
Understand the significance of recognizing and celebrating team achievements, fostering motivation and a sense of collective accomplishment.
- 5. Forge a Results-Oriented Culture**
Equip yourself with strategies to create and sustain a culture that consistently delivers on priorities, leaving an indelible leadership legacy.

Outcomes

DELIVER will transform visionary leaders into executors and help those who execute well to think strategically. By the end of this course, leaders will not only have a blueprint for driving consistent results but will also possess the tools to foster a team that is actively engaged in the execution process. Whether you're aiming to overhaul your organizational culture, amplify team performance, or ensure that top strategic goals are seamlessly achieved, *DELIVER* provides the roadmap to success.

Target Audience

- **Aspiring Leaders:** Tailored for those who want to learn out achieve desired results with tools and ideas designed to optimize an entire team or group of people.
- **Team Leaders:** Ideal for those keen on driving unparalleled performance and cultivating a team that's actively involved in planning and execution.
- **Leaders of Leaders:** Perfect for top-tier professionals desiring a consistent and repeatable process of planning and execution across the organization, ensuring strategic objectives are consistently met.

Implementation Timing

- **Launch Session Options:** Choose from durations of 90 minutes, half-day, or full day.
- **Daily Lessons:** 24, typically completed by participants over a span of 6 to 8 weeks.

Leadership Lab Content to Competency/Topic Crosswalk

The table on the following pages aligns Leadership Lab Content with specific competency areas and their respective topics. Our six courses are detailed, with relevant topics outlined in the left column. At each intersection of topic and course, we've indicated the degree of topic coverage using the following descriptions:

✓ Introductory Insight

In this foundational module, learners are oriented to the topic's key concepts and fundamental principles, establishing a baseline understanding essential for further exploration.

✓✓ Comprehensive Exploration with Tools

Progressing to a more advanced stage, learners delve into the intricacies of the topic. They are equipped with instructional tools and resources to facilitate deeper comprehension and prepare them for practical applications in authentic scenarios.

✓✓✓ Applied Learning Experience

Learners engage in experiential activities and simulations at this capstone level, integrating and applying acquired knowledge in real-world contexts. Through this hands-on approach, they consolidate their learning, achieving competency and mastery in the subject matter.

Leadership Lab Content to Competency/Topic Crosswalk

	<i>The 5 Practices of Impactful Leaders</i>	<i>DISRUPT: Rethinking Yourself, Relationships, Ideas, and Results</i>	<i>SERVE: Be a Customer-Driven Leader</i>	<i>INSPIRE: Build a Team of Problem Solvers</i>	<i>ENGAGE: Encourage Involvement, Build Systems, Grow People</i>	<i>DELIVER: Create a Results-Oriented Culture</i>
Change						
Stages of change and adaptation		✓✓		✓✓		✓
Resistance to change and overcoming it	✓✓	✓✓		✓✓	✓	✓✓✓
Change management strategies	✓✓	✓✓✓	✓✓	✓✓✓	✓✓	✓✓✓
Communication						
Active listening	✓✓	✓✓	✓✓✓	✓✓	✓✓✓	✓
Feedback and Tough Conversations	✓✓✓		✓✓✓		✓✓✓	✓
Delivering clear messages	✓✓✓	✓✓	✓✓	✓✓	✓✓✓	✓✓
Crisis						
Crisis preparation	✓✓			✓	✓✓	✓✓
Crisis response	✓✓	✓✓✓	✓✓	✓✓✓	✓✓	✓✓✓
Learning from crisis	✓✓	✓✓✓		✓✓✓	✓✓	✓✓✓
Meetings						
Setting clear agendas	✓✓			✓✓✓		✓✓

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Effective time management				✓✓✓		
Participation and feedback	✓✓✓			✓✓✓		✓✓
Negotiation						
Preparation			✓		✓	
Role of emotions			✓		✓	
Win-win strategies	✓✓✓		✓✓✓		✓✓✓	✓✓
Performance						
Key performance metrics	✓✓			✓✓		✓✓✓
Continuous improvement	✓✓✓	✓✓✓		✓✓✓	✓✓✓	✓✓✓
Feedback and performance reviews	✓✓		✓✓		✓✓✓	✓✓✓
Planning						
Goal setting and milestones	✓✓✓	✓✓		✓✓✓		✓✓✓
Risk assessment and mitigation	✓✓	✓✓		✓✓✓		✓✓✓
Review and adjustment strategies		✓✓		✓✓✓		✓✓✓
Productivity						
Task management				✓✓	✓	✓✓

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Eliminating distraction	✓			✓✓		✓✓
Efficient tools	✓			✓✓		✓✓
Project Management						
Project lifecycle stages						
Resource allocation	✓			✓✓		✓✓
Monitoring and controlling tasks				✓✓		✓✓
Perspective						
Recognizing biases	✓✓✓	✓✓✓	✓✓✓	✓	✓✓✓	✓
Cultivating empathy and understanding	✓✓	✓	✓✓✓	✓	✓✓✓	
Understanding how mindset drives behavior	✓✓✓	✓✓✓	✓✓✓		✓✓✓	✓
Purpose						
Defining personal or organizational purpose	✓✓✓	✓✓✓	✓✓✓		✓✓	
Aligning actions with purpose	✓✓✓	✓✓✓	✓✓✓	✓	✓✓	✓✓
Communicating purpose to stakeholders	✓✓✓	✓✓	✓		✓✓	
Priorities						

LEGEND: ✓ Introductory Insight ✓✓ Comprehensive Exploration with Tools ✓✓✓ Applied Learning Experience

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Task prioritization	✓✓		✓	✓✓		✓✓✓
Urgent vs. important tasks	✓✓		✓✓			✓✓✓
Short vs. long-term perspective	✓✓✓	✓✓✓	✓✓✓		✓✓✓	✓✓✓
Teamwork						
Building and nurturing inclusive teams	✓✓		✓✓✓		✓✓✓	
Resolving conflicts within a team	✓✓		✓✓		✓✓✓	
Collaboration and communication	✓✓✓		✓✓	✓✓	✓✓✓	✓✓
Trust						
Elements of trust-building	✓✓		✓✓✓			
Recognizing and repairing trust breaches	✓✓		✓✓✓		✓✓	
The impact of trust on collaboration and productivity.	✓✓		✓✓✓		✓✓	✓✓