

# Transformational Leadership - Course Outline

## Module 1: Leadership Foundations and Understanding Self (5 hours)

### Preparation

- Your Values
- Your Leadership Style

### Workshop

- Introduction to Leadership
- Understanding Self
- Personal Mission Statement

### Homework

- Testing and refining your Personal Mission Statement

## Module 2: Organizational Dynamics and How Change Happens (5 hours)

### Preparation

- Article Review

### Workshop

- Systems Thinking
- Complexity Consciousness
- People Positive Approach
- Designing for Discovery

### Homework

- Personal Change Action Plan

## Module 3: Creating and Holding Safe Spaces (5 hours)

### Preparation

- Reflective Journaling

### Workshop

- Importance of Psychological Safety
- Being Trustworthy
- Feedback Model
- Asking Good Questions

### Homework

- Feedback Practice
- Good Questions on Your Team

## Module 4: Creating a Shared Vision (5 hours)

### Preparation

- Reflection: What inspires you?

### Workshop

- Framing the Problem
- Visions that Inspire
- Engaging Others
- Stakeholder Analysis

### Homework

- Vision Statement Development

## Module 5: Organizational Optimization and Continuous Improvement (5 hours)

### Preparation

- Observing and mapping organizational process

### Workshop

- Continuous Improvement
- Process Optimization
- Action Planning

### Homework

- Personal Action Plan

Induction Consulting specializes in helping owners transfer power, leadership and strategic oversight.