

## ELT 1 - Session Syllabus

Week	Session Topics
1	ELT I Program Introduction
2	2 Truths
3	Leadership Defined/360 Degree Leadership
4	Pyramid of Influence 1
5	Pyramid of Influence 2
6	Positional Leadership Defined Understanding Management
7	Half-Time: Goal Review Group Challenge
8	Management Review
9	Universal Tools of Influence- Heart
10	Universal Tools of Influence- Growth
11	Universal Tools of Influence- Relationships
12	Vision, Mission & CQI
13	Wrap-up



### Description

ELT 1 introduces five core leadership concepts, including principles of influence, applying Vision and Mission, and adopting a continuous quality improvement mindset.

### Training Details

Weekly training session with cohort group of 8-10 participants (13 consecutive weeks)

- 1-1/2 hours facilitated via online platform
- Review previous session highlights
- Debrief between-session activities
- New material: introduction and discussion
- Challenge activities to complete prior to the next session

Weekly individual participant activities

- Attend group training
- Engage in one-to-one meeting with at least one cohort member
- Personal leadership journaling
- Practice leadership via challenge activities

Ongoing support

- Training sessions recordings (confidential)
- Materials and supplemental information
- Coaching with facilitator(s) to address roadblocks that can't wait for the next session



## ELT 2 - Session Syllabus

Week	Session Topics
1	ELT1 Core Principle Review 2 Truths, 360-Degree Influence, Pyramid of Influence
2	ELT1 Core Principle Review (cont.) Positional Leadership, Management (self/others) Vision/Mission, Continuous Quality Improvement
3	Communication Levels of Relationship Conversation (opening doors)
4	Communication Questions FORM
5	Communication Expressive and Receptive Active Listening
6	Group Challenge Session
7	Relationships: "Overt Attempts to Influence" You/Peers
8	Relationships: "Overt Attempts to Influence" Superiors/Subordinates
9	Relationships: Teams 5 Principles of Teams
10	When Relationships Challenge: Nudging Performance w/out Power & Control
11	When Relationships Challenge: Righting Wrongs- Reconciliation
12	When Relationships Challenge: Dealing with Conflict- "Resolution, Management, Transformation"
13	Wrap-up

### Description

Building on the principles acquired in ELT 1, participants learn concrete skills for creating and sustaining mutually-engaged relationships, effective communication and conversation, and dealing constructively with conflict.

### Training Details

Weekly training session with the same ELT 1 cohort group (13 consecutive weeks)

- Same as ELT 1, plus
- Leadership Growth Journal

Weekly individual participant activities

- Same as ELT 1, plus
- Personal leadership journaling via the Leadership Group Journal

Ongoing support

- Same as ELT 1, plus
- One individual coaching session with facilitator to explore personal challenges related to applying the interpersonal leadership principles