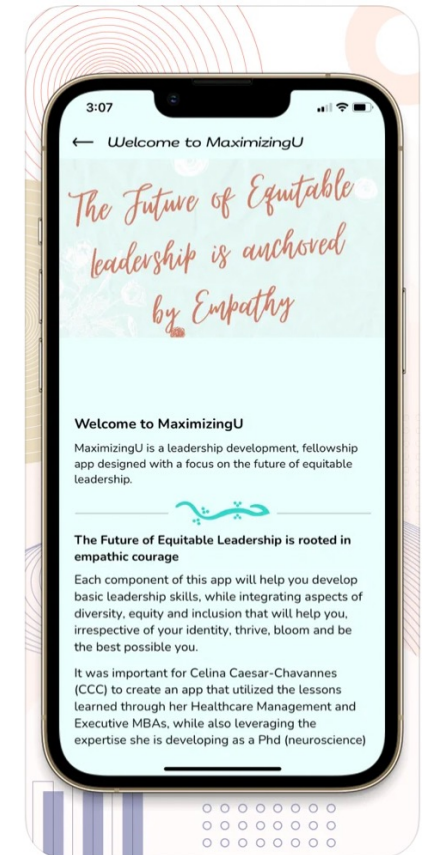


**Coaching/Leadership Curriculum:**

# **The Future of Equitable Leadership: Leading with Empathy**

# MaximizingU Curriculum and Competencies

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



## Lesson Title & Description

## Leadership Competencies

## Equity Consideration

### Lesson 3: Ms. Take

*Participants identify ways to approach mistakes from a growth perspective, and to harness empathy and humility from failure.*

- Developing resiliency
- Communicating for consensus building
- Establishing a growth mindset
- Developing empathetic leadership strategies
- Influence and inspiration
- Building trust

- Building empathy through mistakes to truly see and appreciate the value of others
- Understanding that the everyday challenges and barriers that those with multiple intersecting identities face, add value to them as people and therefore are an asset to your organization

### Lesson 4: Unfolding Universe

*This section requires participants to consider leadership, both personal and professional, within the context of an ever-changing world.*

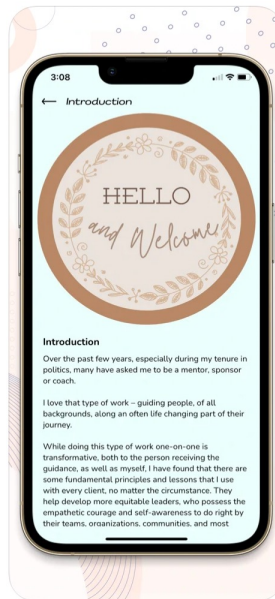
- Strategy development connected to organizational mission
- Developing flexibility to change direction when required

### Lesson 5: Gratitude & Mentorship

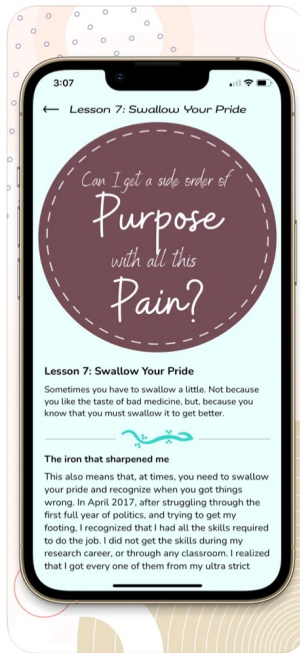
*Building on the mantra, 'To whom much is given, much is expected', participants consider how their own experiences can assist in building thriving teams.*

- Team development and goal-setting
- Building EQ
- Strategies to monitor and track character strengths and EQ

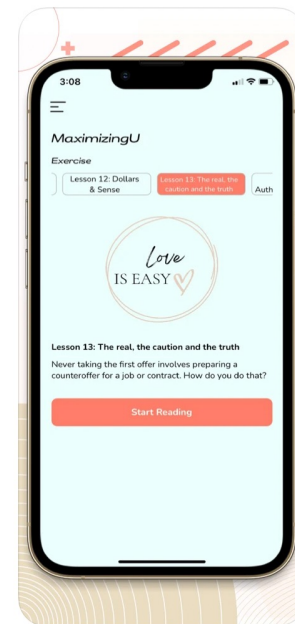
- Understanding various forms of bias
- Mentoring and engaging those who may not look like you



Lesson Title & Description	Leadership Competencies	Equity Consideration
<p><b>Lesson 6: Hard Work &amp; Expectations</b></p> <p><i>This section builds on the concept of resiliency and expands it to resiliency-development in teams.</i></p>	<ul style="list-style-type: none"> <li>• Communicating for education and training</li> <li>• Building empathy</li> <li>• Encouraging resiliency in self and others</li> <li>• Building EQ to understand mental illness</li> <li>• Dependability</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding disappointment and exclusion as the basis of creating inclusive spaces.</li> <li>• Self-awareness of the feelings one has when they have been excluded helps to create the empathy required to ensure that nobody on your team feels unwelcome.</li> <li>• Understanding microaggressions</li> </ul>
<p><b>Lesson 7: Swallow Your Pride</b></p> <p><i>Participants identify strategies to learn the lessons inherent in adversity, in order to chart a new course (or a new circle).</i></p>	<ul style="list-style-type: none"> <li>• Building multiple and diverse networks</li> <li>• Letting go and pivoting</li> <li>• Failing and succeeding as a team</li> <li>• Relationship building</li> <li>• Understanding victim mentality</li> </ul>	<ul style="list-style-type: none"> <li>• How to build and foster diverse networks for personal and professional growth</li> <li>• Importance of diverse voices around decision-making tables</li> </ul>
<p><b>Lesson 8: Doubt and Growth</b></p> <p><i>This section uses Likierman's six components of good judgment as a frame for considering personal and professional decision-making.</i></p>	<ul style="list-style-type: none"> <li>• Setting personal and professional goals and objectives</li> <li>• Communicating to respond to criticism</li> <li>• Building effective teams</li> </ul>	<ul style="list-style-type: none"> <li>• Develop an intimate understanding of affinity, selection and unconscious bias</li> <li>• Deepen an understanding of how biases impact diversity.</li> <li>• Defining diversity</li> </ul>



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



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

