

# COMPETENCIES AND OUTCOMES

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Executive  
Leadership



Transitional  
Leadership



Emerging  
Leadership



## Executive Leadership

Advanced leadership competencies that are integral for high level leaders to be successful and make decisions that affect the rest of the organization.



# COMPETENCIES AND OUTCOMES

## Decision Making and Risk Taking

Course Title	Coach Name	Amount of Content	Duration	Outcome 1	Outcome 2	Outcome 3
Developing an Entrepreneurial Mindset	Asheesh Advani	10 Chapters	1h 5m	Take the initiative and to make calculated risks in order to avoid analysis paralysis and take positive action	Advance your critical thinking and problem solving skills so that you can tackle any challenge	
Junior Achievement's Principles for Lifelong Success	Sarah Rapp	8 Chapters	1h 29m	Overcome self-limiting beliefs and develop the confidence you need in order to be successful	Take high leverage, difference making actions that get you closer to achieving your goal by overcoming the fear of failure and mediocrity	Push through obstacles and mistakes and see them as opportunities for improvement
Leadership from the Inc. 5000	Eric Schurenberg	7 Chapters	41m	Make better decisions in an atmosphere of risk and increase your chances of being successful	Avoid "groupthink" in order to increase innovation and solve problems creatively	
Finding Authentic Purpose	Hortense Le Gentil	6 Chapters	1h	More easily tackle obstacles and challenges and remain at peace even under stress	Discover the self-limitations which are constraining your ability to perform as a leader	
Discover Hidden Potential	Hortense Le Gentil	7 Chapters	1h 22m	Recognize when your intuition is speaking to you and learn to utilize it as an effective decision making tool when faced with difficult situations and complex problems	Become comfortable with failure and see the potential it offers as a learning and growth opportunity	
Leading with Emotional Courage	Peter Bregman	13 Chapters	1h 9m	Increase your freedom to act by improving your emotional intelligence	Take calculated risks that open up new opportunities	

## Business Strategy

Course Title	Coach Name	Amount of Content	Duration	Outcome 1	Outcome 2	Outcome 3
Consumer Driven Innovation	Martin Lindstrom	11 Chapters	1h 1m	Analyze small data in order to see the larger picture and uncover universal truths	Wield empathy as a tool in order to reconnect with your consumer, realign your organization with your purpose and create lasting, positive change in your company.	Break down silos and create a culture of innovation by opening your company up to new ideas and diversity
Developing an Entrepreneurial Mindset	Asheesh Advani	10 Chapters	1h 5m	Cultivate an entrepreneurial mindset	Develop an understanding of why you need to be flexible and adaptable in order to succeed regardless of what your end goal is	Take the initiative and to make calculated risks in order to avoid analysis paralysis and take positive action
Junior Achievement's Principles for Lifelong Success	Sarah Rapp	8 Chapters	1h 29m	Be clear about your vision, your purpose and your goals in order to stay focused and be successful	Take high leverage, difference making actions that get you closer to achieving your goal by overcoming the fear of failure and mediocrity	Take responsibility for your actions and outcomes and how that mindset will help you gain more control over your surroundings
Leadership from the Inc. 5000	Eric Schurenberg	7 Chapters	41m	Develop a growth mindset and view setbacks as learning opportunities	Make better decisions in an atmosphere of risk and increase your chances of being successful	
Strategic Projects	Antonio Nieto-Rodriguez	17 Chapters	3h 7m	Plan, organize and manage Strategic Projects of any type and size	Reorganize your company so that it is "project driven" and cross-departmental in order to be more adaptable in the face of uncertainty	Connect project team members with the overall "why" of the project in order to secure their buy in and commitment
Aligned Leadership	Hortense Le Gentil	4 Chapters	50m	Effectively communicate the organization's purpose with your team members in order to boost productivity, collective alignment and collaboration	Embrace diversity in order to increase employee retention, encourage innovation and enhance the organization's ability to serve a greater variety of customers	

## Crisis and Conflict Management

Course Title	Coach Name	Amount of Content	Duration	Outcome 1	Outcome 2	Outcome 3
Leading with Emotional Courage	Peter Bregman	13 Chapters	1h 9m	Raise hard-to-talk-about issues in a way that initiates important conversations	Communicate skillfully in the presence of strong emotions	Increase your freedom to act by improving your emotional intelligence
Leading with Resilience and Grace	John Baldoni	19 Chapters	1h 36m	Manage your emotions, communicate clearly, exercise humility and ensure that you are taking care of yourself in order to keep your team aligned and prevent fear and uncertainty from seeping in	Utilize grace in order to motivate, lead and bring your team together through times of uncertainty and strife	
Finding Authentic Purpose	Hortense Le Gentil	6 Chapters	1h	More easily tackle obstacles and challenges and remain at peace even under stress	Increase your self-awareness to better understand yourself and connect with your deeper purpose	

## Culture and Well-Being

Course Title	Coach Name	Amount of Content	Duration	Outcome 1	Outcome 2	Outcome 3
Productivity Through Happiness	Raj Raghunathan	4 Chapters	25m	Recognize the role that happiness plays as the biggest determinant of success at work	Uncover how increasing happiness at work boosts both employee productivity and your return on investment	
Happiness at Work: Basic Needs	Raj Raghunathan	4 Chapters	28m	Provide individuals with actionable steps they can take in order to fulfill their basic needs at work	Implement strategies on an organizational level that will help your team to fulfill their basic needs in the workplace	Implement strategies on an organizational level that will help your team to fulfill their basic needs in the workplace
Work Autonomy	Raj Raghunathan	4 Chapters	31m	Trust your employees and how increasing their autonomy will make them happier and more productive	Understand the psychological effects that micromanaging and reduced freedom has on individuals and job performance	Implement strategies on an organizational level that will increase your team's autonomy
Personal Mastery at Work	Raj Raghunathan	8 Chapters	58m	Increase the satisfaction your team members get from work by tapping into the human desire for learning	Understand the psychology behind our innate desire to learn and improve, and how it applies to work and the broader organization	Implement strategies on an organizational level that will increase you team's mastery
Belonging at Work	Raj Raghunathan	4 Chapters	33m	Recognize how the need to belong drives human behavior and why it isn't something to overlook	Implement strategies on an organizational level that will maximize inclusivity and give everyone a sense of belonging	
Abundance Culture and Mindset	Raj Raghunathan	5 Chapters	36m	Create a self-sustaining system of happiness and productivity	Implement strategies that will foster a positive organizational culture	
Inspired Action	Chester Elton	7 Micromethods Courses	1h 2m	Uncover quick tips and actionable steps to help your team enjoy being at work, even if they don't like to work	Learn how to build, inspire and lead effective teams	Learn how to better connect with your team by truly getting to know each person as an individual and treating them as such.
Team Management	Chester Elton	10 Chapters	1h 24m	Tailor the management of your direct reports to tap into your people's unique talents and motivations in order to optimize their performance	Develop a people-centric management style that focuses on developing and retaining your current team members	Be proactive about your team's morale and help them connect with their passion in order to perform better

## Diversity and Inclusion

Course Title	Coach Name	Amount of Content	Duration	Outcome 1	Outcome 2	Outcome 3
Aligned Leadership	Hortense Le Gentil	4 Chapters	50m	Effectively communicate the organization's purpose with your team members in order to boost productivity, collective alignment and collaboration	Embrace diversity in order to increase employee retention, encourage innovation and enhance the organization's ability to serve a greater variety of customers	
Belonging at Work	Raj Raghunathan	4 Chapters	33m	Provide individuals with actionable steps they can take in order to increase their sense of Belonging at Work	Implement strategies on an organizational level that will maximize inclusivity and give everyone a sense of belonging	
Abundance Culture and Mindset	Raj Raghunathan	5 Chapters	36m	Create a self-sustaining system of happiness and productivity	Provide individuals with actionable steps they can take in order to remain positive and avoid negativity	Implement strategies that will foster a positive organizational culture
The 12 Habits That Hold Women Back	Sally Helgesen	3 Chapters	10m	Develop an understanding of the main habits that hold women back and how that affects the organization and your female employees	Expand your knowledge of how experiences shape behaviors and how to break the cycle	
Reluctance to Claim Your Achievements	Sally Helgesen	7 Chapters	37m	Encourage your female employees to embrace self-promotion by connecting it with their higher purpose	Unpack the reasons why women are reluctant to claim their achievements	
Expecting Others to Notice and Reward Your Contributions	Sally Helgesen	6 Chapters	31m	Empower your female employees to be their own advocate and define success on their own terms in order to break stereotypes and position them for advancement and success	Inspire female team members to craft their own personal intention statements by helping them understand how they can be utilized and why they are vital for overcoming this habit	
Overvaluing Expertise	Sally Helgesen	6 Chapters	28m	Assist your female team members in escaping the mastery mindset that is preventing them from growing and advancing their careers	Identify why female employees tend to assume that expertise is the surest route to success and how this habit holds them back	



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## Diversity and Inclusion

Course Title	Coach Name	Amount of Content	Duration	Outcome 1	Outcome 2	Outcome 3
Building Without Leveraging Relationships	Sally Helgesen	8 Chapters	55m	Assist your female employees in reconceptualizing leverage as a mutually beneficial part of professional relationship building	Understand how professional relationships are typically utilized by women and why that prevents them from advancing	
Failing to Enlist Allies from Day One	Sally Helgesen	6 Chapters	38m	Facilitate the establishment of networks by providing concrete strategies and actionable steps in order to boost the personal brands of your team and the overall organization	Encourage your female employees to build a network of allies in order to help them gain greater visibility, better positioning and reach their goals	Identify why women prioritize mastering their roles over building connections and how the organization can assist them in overcoming this habit
Putting Your Job Before Your Career	Sally Helgesen	7 Chapters	35m	Help female employees develop healthy self-interest and reconceptualize how they view projects and careers in order to assist them in building their long-term careers and increase the likelihood of retention	Recognize how this habit traps women, why it is problematic for them and ways the organization can support them	Facilitate the understanding that success in a senior position requires the ability to extend external relationships and provide team members with proven methods for moving past the "loyalty" trap
The Perfection Trap	Sally Helgesen	8 Chapters	55m	Shed the expectation of perfection and instill a sense of "good enough" in your team in order to unlock their full potential and break them free of the negative mindset it creates	Acquire an understanding of why women are particularly susceptible to The Perfection Trap, how it holds them back and what the organization can do in order to help them overcome this habit	Develop a culture of "healthy perfectionism" by improving your team leaders' ability to delegate, prioritize and take risks and accept failure as an opportunity to grow
The Disease to Please	Sally Helgesen	7 Chapters	37m	Identify "chronic pleasers" in your organization, reveal the detrimental consequences of their behavior and provide them with the tools necessary to overcome this harmful habit	Encourage your team to develop healthy boundaries, prioritize tasks, accept that they can't please everyone and focus on what they want in order to unlock their potential, increase their happiness and retention	Unravel the psychology behind why women are prone to this habit, how it can prevent them from advancing their careers and how it can even be harmful to their overall well-being
Minimizing	Sally Helgesen	5 Chapters	33m	Identify Minimizing behaviors in your team and provide them with the tools they need to boost their assertiveness, increase their comfort level when speaking about achievements and improve their overall confidence level	Encourage your team members to be more present and focused on the now by replacing Minimizing behaviors with new, healthy habits and expand their capacity to contribute to the organization and their team	Unpack why women are susceptible to minimization, how it harms them and how helping them overcome this habit will benefit the organization and those around them
Too Much	Sally Helgesen	4 Chapters	35m	Inspire your employees to express their emotions in a healthy manner, boost their emotional intelligence and find the balance between restraint and professional intimacy in order to establish a culture of empathy and collaboration	Communicate in a clear and concise manner in order to maximize the effectiveness of your message	Understand the differences between the emotions that men and women are expected to exhibit in the workplace and how that affects the interpersonal dynamics of your organization
Ruminating	Sally Helgesen	9 Chapters	47m	Empower your team members to shed the negative physical and mental effects of pessimism by inspiring them to learn from their mistakes and be their best selves	Discover how clinging to the past can derail both men and women in the workplace and the differences in how it affects them both	Train your team members how to overcome analysis paralysis through proven coaching methods and providing them with actionable steps in order for them to achieve their goals and unlock their future potential
Letting Your Radar Distract You	Sally Helgesen	5 Chapters	30m	Encourage your female employees to utilize the power of their own radars in order to inspire others and promote greater collaboration and teamwork.	Empower your team members to enhance their awareness of their surroundings, cut out distractions and increase their presence in order to reveal potential blind spots in your organization and improve odds of being successful	Understand the difference between women and men's radars, discover how it holds women back and realize how to effectively utilize it for the organization's benefit

## Organizational Leadership

Course Title	Coach Name	Amount of Content	Duration	Outcome 1	Outcome 2	Outcome 3
Leading with Emotional Courage	Peter Bregman	13 Chapters	1h 9m	Connect with people in a way that inspires their commitment	Enhance your overall leadership effectiveness	
Leading with Resilience and Grace	John Baldoni	19 Chapters	1h 36m	Utilize grace in order to motivate, lead and bring your team together through times of uncertainty and strife	Develop a crisis plan to help mitigate future disasters and give employees a sense of safety	
Leadership	John Baldoni	Micromethods 3 Courses	1h 15m	Lead your organization to victory during the good and bad times by committing to service and putting the organization first	Learn how to build a coalition of willing partners who believe in your cause by radiating competence, credibility and confidence	
Discover Hidden Potential	Hortense Le Gentil	7 Chapters	1h 22m	Enhance your alignment and connection with your environment in order to maximize your potential as a leader	Recognize when your intuition is speaking to you and learn to utilize it as an effective decision making tool when faced with difficult situations and complex problems	Become comfortable with failure and see the potential it offers as a learning and growth opportunity
Aligned Leadership	Hortense Le Gentil	4 Chapters	50m	Engage team members by honing your active listening skills and encouraging them to participate in group discussions, therefore increasing retention and collaboration	Effectively communicate the organization's purpose with your team members in order to boost productivity, collective alignment and collaboration	Embrace diversity in order to increase employee retention, encourage innovation and enhance the organization's ability to serve a greater variety of customers
Junior Achievement's Principles for Lifelong Success	Sarah Rapp	8 Chapters	1h 29m	Be clear about your vision, your purpose and your goals in order to stay focused and be successful	Develop a positive attitude and see new possibilities, learn from your mistakes and see the best in others	Take high leverage, difference making actions that get you closer to achieving your goal by overcoming the fear of failure and mediocrity
Strategic Projects	Antonio Nieto-Rodriguez	17 Chapters	3h 7m	Reorganize your company so that it is "project driven" and cross-departmental in order to be more adaptable in the face of uncertainty	Plan, organize and manage Strategic Projects of any type and size	Train and develop project managers from within your organization

## Team Management

Course Title	Coach Name	Amount of Content	Duration	Outcome 1	Outcome 2	Outcome 3
Inspired Action	Chester Elton	7 Micromethods Courses	1h 2m	Learn how to build, inspire and lead effective teams	Ensure your team and organization are equipped with the most effective tools so that you can streamline your processes, maximize efficiency, and drive profits home.	Push your team and inspire them to maximize their performance.
Team Management	Chester Elton	10 Chapters	1h 24m	Tailor the management of your direct reports to tap into your people's unique talents and motivations in order to optimize their performance	Be proactive about your team's morale and help them connect with their passion in order to perform better	Develop a people-centric management style that focuses on developing and retaining your current team members
Work Autonomy	Raj Raghunathan	4 Chapters	31m	Trust your employees and how increasing their autonomy will make them happier and more productive	Understand the psychological effects that micromanaging and reduced freedom has on individuals and job performance	
Leading Teams Remotely	David Burkus	7 Chapters	1h 15m	Keep your team inspired, engaged and increase collaboration even if they aren't physically in the same location	Improve how virtual meetings are run, increase their effectiveness and ensure that you are using everyone's time in the best way possible	Improve the performance of remote team members through feedback and guided coaching
Leadership	John Baldoni	Micromethods 3 Courses	1h 15m	Learn how to build a coalition of willing partners who believe in your cause by radiating competence, credibility and confidence	Lead your organization to victory during the good and bad times by committing to service and putting the organization first	

## Personal Achievement and Growth

Course Title	Coach Name	Amount of Content	Duration	Outcome 1	Outcome 2	Outcome 3
Behavioral Change	Marshall Goldsmith	17 Chapters	2h 7m	Identify and interrupt negative behaviors in their tracks	Increase your self-awareness through understanding how behavioral triggers work	Master emotional reactions and choose how you react
Questions for Change	Marshall Goldsmith	8 Chapters	1h 26m	Ask the right questions in order to increase your sense of control and responsibility	Bridge the gap between planning and actually doing or following through	Increase your sense of optimism and how to reflect it outwards
Structures for Change	Marshall Goldsmith	8 Chapters	1h 21m	Create structures and routines in order to maximize your chances of achieving long-term Behavioral Change	Implement strategies for overcoming and avoiding the "good enough" trap	Tailor the daily questions activity to align with your goals in order to achieve lasting Behavioral Change
Legacy and Fulfillment	Marshall Goldsmith	12 Chapters	1h estimated	Measure your current Legacy and Fulfillment by monitoring which activities or tasks make you happy, which ones demotivate you and how to maximize both your short-term satisfaction and long-term meaning	Recognize that there are four major components of Legacy and Fulfillment and how they interact and contribute by uncovering your identity, increasing your understanding of achievement, rebuilding and restoring your reputation and learning to accept and let go of things	Utilize concrete and actionable tools in order to discover, regenerate and boost your Legacy and Fulfillment - New MG Course Expected Q12022 in order to derive fulfillment both at home and at work and lead you to success
Growth and Development	Marshall Goldsmith	9 Chapters	1h estimated	Identify the most common habits that are holding you back and how they are detrimental to your ability to advance your career	Develop concrete strategies and improve your odds of achieving positive, long-lasting Behavioral Change	Improve your leadership abilities, enhance your professional and personal relationships by being more self-conscious and aware of how your behavior affects those around you
Junior Achievement's Principles for Lifelong Success	Sarah Rapp	8 Chapters	1h 29m	Be clear about your vision, your purpose and your goals in order to stay focused and be successful	Overcome self-limiting beliefs and develop the confidence you need in order to be successful	Develop a positive attitude and see new possibilities, learn from your mistakes and see the best in others
Finding Authentic Purpose	Hortense Le Gentil	6 Chapters	1h	Identify the gap between who you are now and where you want to be in the future	Increase your self-awareness to better understand yourself and connect with your deeper purpose	More easily tackle obstacles and challenges and remain at peace even under stress
Discover Hidden Potential	Hortense Le Gentil	7 Chapters	1h 22m	Retrain your brain through neural rewiring in order to replace self-limiting beliefs with new, more positive ones	Harness the power of positive emotions in order to increase your productivity, creativity, resilience, energy and ability to spot opportunities	Maintain your focus on the next obstacle and finish line by ignoring distractions and identifying where you can make the greatest impact
Leading with Emotional Courage	Peter Bregman	13 Chapters	1h 9m	Communicate skillfully in the presence of strong emotions	Take calculated risks that open up new opportunities	



## Transitional Leadership

Leadership competencies that are integral for leaders as they seek to transition to more advanced roles in the organization.



# COMPETENCIES AND OUTCOMES

## Team Management

Course Title	Coach Name	Amount of Content	Duration	Outcome 1	Outcome 2	Outcome 3
Inspired Action	Chester Elton	7 Micromethods Courses	1h 2m	Learn how to build, inspire and lead effective teams	Ensure your team and organization are equipped with the most effective tools so that you can streamline your processes, maximize efficiency, and drive profits home.	Push your team and inspire them to maximize their performance.
Team Management	Chester Elton	10 Chapters	1h 24m	Tailor the management of your direct reports to tap into your people's unique talents and motivations in order to optimize their performance	Be proactive about your team's morale and help them connect with their passion in order to perform better	Develop a people-centric management style that focuses on developing and retaining your current team members
Work Autonomy	Raj Raghunathan	4 Chapters	31m	Trust your employees and how increasing their autonomy will make them happier and more productive	Understand the psychological effects that micromanaging and reduced freedom has on individuals and job performance	
Leading Teams Remotely	David Burkus	7 Chapters	1h 15m	Keep your team inspired, engaged and increase collaboration even if they aren't physically in the same location	Improve how virtual meetings are run, increase their effectiveness and ensure that you are using everyone's time in the best way possible	Improve the performance of remote team members through feedback and guided coaching
Leadership	John Baldoni	Micromethods 3 Courses	1h 15m	Learn how to build a coalition of willing partners who believe in your cause by radiating competence, credibility and confidence	Lead your organization to victory during the good and bad times by committing to service and putting the organization first	

## Culture and Well-Being

Course Title	Coach Name	Amount of Content	Duration	Outcome 1	Outcome 2	Outcome 3
Productivity Through Happiness	Raj Raghunathan	4 Chapters	25m	Recognize the role that happiness plays as the biggest determinant of success at work	Uncover how increasing happiness at work boosts both employee productivity and your return on investment	
Happiness at Work: Basic Needs	Raj Raghunathan	4 Chapters	28m	Provide individuals with actionable steps they can take in order to fulfill their basic needs at work	Implement strategies on an organizational level that will help your team to fulfill their basic needs in the workplace	Implement strategies on an organizational level that will help your team to fulfill their basic needs in the workplace
Work Autonomy	Raj Raghunathan	4 Chapters	31m	Trust your employees and how increasing their autonomy will make them happier and more productive	Understand the psychological effects that micromanaging and reduced freedom has on individuals and job performance	Implement strategies on an organizational level that will increase your team's autonomy
Personal Mastery at Work	Raj Raghunathan	8 Chapters	58m	Increase the satisfaction your team members get from work by tapping into the human desire for learning	Understand the psychology behind our innate desire to learn and improve, and how it applies to work and the broader organization	Implement strategies on an organizational level that will increase your team's mastery
Belonging at Work	Raj Raghunathan	4 Chapters	33m	Recognize how the need to belong drives human behavior and why it isn't something to overlook	Implement strategies on an organizational level that will maximize inclusivity and give everyone a sense of belonging	
Abundance Culture and Mindset	Raj Raghunathan	5 Chapters	36m	Create a self-sustaining system of happiness and productivity	Implement strategies that will foster a positive organizational culture	
Inspired Action	Chester Elton	7 Micromethods Courses	1h 2m	Uncover quick tips and actionable steps to help your team enjoy being at work, even if they don't like to work	Learn how to build, inspire and lead effective teams	Learn how to better connect with your team by truly getting to know each person as an individual and treating them as such.
Team Management	Chester Elton	10 Chapters	1h 24m	Tailor the management of your direct reports to tap into your people's unique talents and motivations in order to optimize their performance	Develop a people-centric management style that focuses on developing and retaining your current team members	Be proactive about your team's morale and help them connect with their passion in order to perform better

## Diversity and Inclusion

Course Title	Coach Name	Amount of Content	Duration	Outcome 1	Outcome 2	Outcome 3
Aligned Leadership	Hortense Le Gentil	4 Chapters	50m	Effectively communicate the organization's purpose with your team members in order to boost productivity, collective alignment and collaboration	Embrace diversity in order to increase employee retention, encourage innovation and enhance the organization's ability to serve a greater variety of customers	
Belonging at Work	Raj Raghunathan	4 Chapters	33m	Provide individuals with actionable steps they can take in order to increase their sense of Belonging at Work	Implement strategies on an organizational level that will maximize inclusivity and give everyone a sense of belonging	
Abundance Culture and Mindset	Raj Raghunathan	5 Chapters	36m	Create a self-sustaining system of happiness and productivity	Provide individuals with actionable steps they can take in order to remain positive and avoid negativity	Implement strategies that will foster a positive organizational culture
The 12 Habits That Hold Women Back	Sally Helgesen	3 Chapters	10m	Develop an understanding of the main habits that hold women back and how that affects the organization and your female employees	Expand your knowledge of how experiences shape behaviors and how to break the cycle	
Reluctance to Claim Your Achievements	Sally Helgesen	7 Chapters	37m	Encourage your female employees to embrace self-promotion by connecting it with their higher purpose	Unpack the reasons why women are reluctant to claim their achievements	
Expecting Others to Notice and Reward Your Contributions	Sally Helgesen	6 Chapters	31m	Empower your female employees to be their own advocate and define success on their own terms in order to break stereotypes and position them for advancement and success	Inspire female team members to craft their own personal intention statements by helping them understand how they can be utilized and why they are vital for overcoming this habit	
Overvaluing Expertise	Sally Helgesen	6 Chapters	28m	Assist your female team members in escaping the mastery mindset that is preventing them from growing and advancing their careers	Identify why female employees tend to assume that expertise is the surest route to success and how this habit holds them back	
Building Without Leveraging Relationships	Sally Helgesen	8 Chapters	55m	Assist your female employees in reconceptualizing leverage as a mutually beneficial part of professional relationship building	Understand how professional relationships are typically utilized by women and why that prevents them from advancing	
Failing to Enlist Allies from Day One	Sally Helgesen	6 Chapters	38m	Facilitate the establishment of networks by providing concrete strategies and actionable steps in order to boost the personal brands of your team and the overall organization	Encourage your female employees to build a network of allies in order to help them gain greater visibility, better positioning and reach their goals	Identify why women prioritize mastering their roles over building connections and how the organization can assist them in overcoming this habit
Putting Your Job Before Your Career	Sally Helgesen	7 Chapters	35m	Help female employees develop healthy self-interest and reconceptualize how they view projects and careers in order to assist them in building their long-term careers and increase the likelihood of retention	Recognize how this habit traps women, why it is problematic for them and ways the organization can support them	Facilitate the understanding that success in a senior position requires the ability to extend external relationships and provide team members with proven methods for moving past the "loyalty" trap
The Perfection Trap	Sally Helgesen	8 Chapters	55m	Shed the expectation of perfection and instill a sense of "good enough" in your team in order to unlock their full potential and break them free of the negative mindset it creates	Acquire an understanding of why women are particularly susceptible to The Perfection Trap, how it holds them back and what the organization can do in order to help them overcome this habit	Develop a culture of "healthy perfectionism" by improving your team leaders' ability to delegate, prioritize and take risks and accept failure as an opportunity to grow
The Disease to Please	Sally Helgesen	7 Chapters	37m	Identify "chronic pleasers" in your organization, reveal the detrimental consequences of their behavior and provide them with the tools necessary to overcome this harmful habit	Encourage your team to develop healthy boundaries, prioritize tasks, accept that they can't please everyone and focus on what they want in order to unlock their potential, increase their happiness and retention	Unravel the psychology behind why women are prone to this habit, how it can prevent them from advancing their careers and how it can even be harmful to their overall well-being
Minimizing	Sally Helgesen	5 Chapters	33m	Identify Minimizing behaviors in your team and provide them with the tools they need to boost their assertiveness, increase their comfort level when speaking about achievements and improve their overall confidence level	Encourage your team members to be more present and focused on the now by replacing Minimizing behaviors with new, healthy habits and expand their capacity to contribute to the organization and their team	Unpack why women are susceptible to minimization, how it harms them and how helping them overcome this habit will benefit the organization and those around them
Too Much	Sally Helgesen	4 Chapters	35m	Inspire your employees to express their emotions in a healthy manner, boost their emotional intelligence and find the balance between restraint and professional intimacy in order to establish a culture of empathy and collaboration	Communicate in a clear and concise manner in order to maximize the effectiveness of your message	Understand the differences between the emotions that men and women are expected to exhibit in the workplace and how that affects the interpersonal dynamics of your organization
Ruminating	Sally Helgesen	9 Chapters	47m	Empower your team members to shed the negative physical and mental effects of pessimism by inspiring them to learn from their mistakes and be their best selves	Discover how clinging to the past can derail both men and women in the workplace and the differences in how it affects them both	Train your team members how to overcome analysis paralysis through proven coaching methods and providing them with actionable steps in order for them to achieve their goals and unlock their future potential
Letting Your Radar Distract You	Sally Helgesen	5 Chapters	30m	Encourage your female employees to utilize the power of their own radars in order to inspire others and promote greater collaboration and teamwork.	Empower your team members to enhance their awareness of their surroundings, cut out distractions and increase their presence in order to reveal potential blind spots in your organization and improve odds of being successful	Understand the difference between women and men's radars, discover how it holds women back and realize how to effectively utilize it for the organization's benefit



# COMPETENCIES AND OUTCOMES

## Management Skills

Course Title	Coach Name	Amount of Content	Duration	Outcome 1	Outcome 2	Outcome 3
Behavioral Change	Marshall Goldsmith	17 Chapters	2h 7m	Adapt your leadership style to fit a given situation	Increase your self-awareness through understanding how behavioral triggers work	
Growth and Development	Marshall Goldsmith	9 Chapters	1h estimated	Improve your leadership abilities, enhance your professional and personal relationships by being more self-conscious and aware of how your behavior affects those around you	Identify the most common habits that are holding you back and how they are detrimental to your ability to advance your career	
Inspired Action	Chester Elton	7 Micromethods Courses	1h 2m	Learn to manage yourself first and become a good role model so you can set an example for your team and inspire them	Learn how to build, inspire and lead effective teams	Discover multiple strategies for finding, hiring and keeping the right people for the job.
Team Management	Chester Elton	10 Chapters	1h 24m	Tailor the management of your direct reports to tap into your people's unique talents and motivations in order to optimize their performance	Develop a people-centric management style that focuses on developing and retaining your current team members	Increase and improve your "soft-skills" to help you become a better leader
Leading Teams Remotely	David Burkus	7 Chapters	1h 15m	Improve how virtual meetings are run, increase their effectiveness and ensure that you are using everyone's time in the best way possible	Keep your team inspired, engaged and increase collaboration even if they aren't physically in the same location	
Leadership	John Baldoni	Micromethods 3 Courses	1h 15m	Learn to lead yourself by understanding what you can and cannot do and	Learn how to build a coalition of willing partners who believe in your cause by radiating competence, credibility and confidence	Lead your organization to victory during the good and bad times by committing to service and putting the organization first
Leading with Resilience and Grace	John Baldoni	19 Chapters	1h 36m	Utilize grace in order to motivate, lead and bring your team together through times of uncertainty and strife	Manage your emotions, communicate clearly, exercise humility and ensure that you are taking care of yourself in order to keep your team aligned and prevent fear and uncertainty from seeping in	
Leading with Emotional Courage	Peter Bregman	13 Chapters	1h 9m	Enhance your overall leadership effectiveness	Raise hard-to-talk-about issues in a way that initiates important conversations	Communicate skillfully in the presence of strong emotions
Discover Hidden Potential	Hortense Le Gentil	7 Chapters	1h 22m	Maintain your focus on the next obstacle and finish line by ignoring distractions and identifying where you can make the greatest impact	Enhance your alignment and connection with your environment in order to maximize your potential as a leader	
Aligned Leadership	Hortense Le Gentil	4 Chapters	50m	Effectively communicate the organization's purpose with your team members in order to boost productivity, collective alignment and collaboration	Engage team members by honing your active listening skills and encouraging them to participate in group discussions, therefore increasing retention and collaboration	Find inner alignment and clarity about your own strengths in order to make it easier to recognize and appreciate the talents of others, facilitate their success by arranging the support they need, and ultimately loosen excessive control and empower your team to do their job

## Decision Making and Risk Taking

Course Title	Coach Name	Amount of Content	Duration	Outcome 1	Outcome 2	Outcome 3
Developing an Entrepreneurial Mindset	Asheesh Advani	10 Chapters	1h 5m	Take the initiative and to make calculated risks in order to avoid analysis paralysis and take positive action	Advance your critical thinking and problem solving skills so that you can tackle any challenge	
Junior Achievement's Principles for Lifelong Success	Sarah Rapp	8 Chapters	1h 29m	Overcome self-limiting beliefs and develop the confidence you need in order to be successful	Take high leverage, difference making actions that get you closer to achieving your goal by overcoming the fear of failure and mediocrity	Push through obstacles and mistakes and see them as opportunities for improvement
Leadership from the Inc. 5000	Eric Schurenberg	7 Chapters	41m	Make better decisions in an atmosphere of risk and increase your chances of being successful	Avoid "groupthink" in order to increase innovation and solve problems creatively	
Finding Authentic Purpose	Hortense Le Gentil	6 Chapters	1h	More easily tackle obstacles and challenges and remain at peace even under stress	Discover the self-limitations which are constraining your ability to perform as a leader	
Discover Hidden Potential	Hortense Le Gentil	7 Chapters	1h 22m	Recognize when your intuition is speaking to you and learn to utilize it as an effective decision making tool when faced with difficult situations and complex problems	Become comfortable with failure and see the potential it offers as a learning and growth opportunity	
Leading with Emotional Courage	Peter Bregman	13 Chapters	1h 9m	Increase your freedom to act by improving your emotional intelligence	Take calculated risks that open up new opportunities	

## WHAT PEOPLE ARE SAYING

“

The curriculum challenges us individually to move beyond the status quo, extend our comfort zone and become stronger in our leadership abilities. That inspires me to be a better leader and focus on the future.

– Jenna M.  
SYNDEO HR - Chief Information Officer

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“

We are excited for the opportunity to share knowledge from the top business executive coaches in the world with local business leaders.

– Angie E.  
VP of Engagement and Small Business at the  
Wichita Regional Chamber of Commerce

”



## Emerging Leadership

Baseline leadership competencies that are integral for all leaders to be successful in the organization across all roles and levels.





# COMPETENCIES AND OUTCOMES

## Management Skills

Course Title	Coach Name	Amount of Content	Duration	Outcome 1	Outcome 2	Outcome 3
Behavioral Change	Marshall Goldsmith	17 Chapters	2h 7m	Adapt your leadership style to fit a given situation	Increase your self-awareness through understanding how behavioral triggers work	
Growth and Development	Marshall Goldsmith	9 Chapters	1h estimated	Improve your leadership abilities, enhance your professional and personal relationships by being more self-conscious and aware of how your behavior affects those around you	Identify the most common habits that are holding you back and how they are detrimental to your ability to advance your career	
Inspired Action	Chester Elton	7 Micromethods Courses	1h 2m	Learn to manage yourself first and become a good role model so you can set an example for your team and inspire them	Learn how to build, inspire and lead effective teams	Discover multiple strategies for finding, hiring and keeping the right people for the job.
Team Management	Chester Elton	10 Chapters	1h 24m	Tailor the management of your direct reports to tap into your people's unique talents and motivations in order to optimize their performance	Develop a people-centric management style that focuses on developing and retaining your current team members	Increase and improve your "soft-skills" to help you become a better leader
Leading Teams Remotely	David Burkus	7 Chapters	1h 15m	Improve how virtual meetings are run, increase their effectiveness and ensure that you are using everyone's time in the best way possible	Keep your team inspired, engaged and increase collaboration even if they aren't physically in the same location	
Leadership	John Baldoni	Micromethods 3 Courses	1h 15m	Learn to lead yourself by understanding what you can and cannot do and why that is essential to self-development	Learn how to build a coalition of willing partners who believe in your cause by radiating competence, credibility and confidence	Lead your organization to victory during the good and bad times by committing to service and putting the organization first
Leading with Resilience and Grace	John Baldoni	19 Chapters	1h 36m	Utilize grace in order to motivate, lead and bring your team together through times of uncertainty and strife	Manage your emotions, communicate clearly, exercise humility and ensure that you are taking care of yourself in order to keep your team aligned and prevent fear and uncertainty from seeping in	
Leading with Emotional Courage	Peter Bregman	13 Chapters	1h 9m	Enhance your overall leadership effectiveness	Raise hard-to-talk-about issues in a way that initiates important conversations	Communicate skillfully in the presence of strong emotions
Discover Hidden Potential	Hortense Le Gentil	7 Chapters	1h 22m	Maintain your focus on the next obstacle and finish line by ignoring distractions and identifying where you can make the greatest impact	Enhance your alignment and connection with your environment in order to maximize your potential as a leader	
Aligned Leadership	Hortense Le Gentil	4 Chapters	50m	Effectively communicate the organization's purpose with your team members in order to boost productivity, collective alignment and collaboration	Engage team members by honing your active listening skills and encouraging them to participate in group discussions, therefore increasing retention and collaboration	Find inner alignment and clarity about your own strengths in order to make it easier to recognize and appreciate the talents of others, facilitate their success by arranging the support they need, and ultimately loosen excessive control and empower your team to do their job

## Decision Making and Risk Taking

Course Title	Coach Name	Amount of Content	Duration	Outcome 1	Outcome 2	Outcome 3
Developing an Entrepreneurial Mindset	Asheesh Advani	10 Chapters	1h 5m	Take the initiative and to make calculated risks in order to avoid analysis paralysis and take positive action	Advance your critical thinking and problem solving skills so that you can tackle any challenge	
Junior Achievement's Principles for Lifelong Success	Sarah Rapp	8 Chapters	1h 29m	Overcome self-limiting beliefs and develop the confidence you need in order to be successful	Take high leverage, difference making actions that get you closer to achieving your goal by overcoming the fear of failure and mediocrity	Push through obstacles and mistakes and see them as opportunities for improvement
Leadership from the Inc. 5000	Eric Schurenberg	7 Chapters	41m	Make better decisions in an atmosphere of risk and increase your chances of being successful	Avoid "groupthink" in order to increase innovation and solve problems creatively	
Finding Authentic Purpose	Hortense Le Gentil	6 Chapters	1h	More easily tackle obstacles and challenges and remain at peace even under stress	Discover the self-limitations which are constraining your ability to perform as a leader	
Discover Hidden Potential	Hortense Le Gentil	7 Chapters	1h 22m	Recognize when your intuition is speaking to you and learn to utilize it as an effective decision making tool when faced with difficult situations and complex problems	Become comfortable with failure and see the potential it offers as a learning and growth opportunity	
Leading with Emotional Courage	Peter Bregman	13 Chapters	1h 9m	Increase your freedom to act by improving your emotional intelligence	Take calculated risks that open up new opportunities	

## Communication and Emotional Intelligence

Course Title	Coach Name	Amount of Content	Duration	Outcome 1	Outcome 2	Outcome 3
Leading with Emotional Courage	Peter Bregman	13 Chapters	1h 9m	Increase your freedom to act by improving your emotional intelligence	Raise hard-to-talk-about issues in a way that initiates important conversations	Communicate skillfully in the presence of strong emotions
Finding Authentic Purpose	Hortense Le Gentil	6 Chapters	1h	Increase your self-awareness to better understand yourself and connect with your deeper purpose	More easily tackle obstacles and challenges and remain at peace even under stress	Discover the self-limitations which are constraining your ability to perform as a leader
Aligned Leadership	Hortense Le Gentil	4 Chapters	50m	Engage team members by honing your active listening skills and encouraging them to participate in group discussions, therefore increasing retention and collaboration	Find inner alignment and clarity about your own strengths in order to make it easier to recognize and appreciate the talents of others, facilitate their success by arranging the support they need, and ultimately loosen excessive control and empower your team to do their job	Effectively communicate the organization's purpose with your team members in order to boost productivity, collective alignment and collaboration
Behavioral Change	Marshall Goldsmith	17 Chapters	2h 7m	Increase your self-awareness through understanding how behavioral triggers work	Master emotional reactions and choose how you react	Adapt your leadership style to fit a given situation
Questions for Change	Marshall Goldsmith	8 Chapters	1h 26m	Ask the right questions in order to increase your sense of control and responsibility	Increase your sense of optimism and how to reflect it outwards	
Structures for Change	Marshall Goldsmith	8 Chapters	1h 21m	Identify when you are "depleted" and mitigate the negative effects of operating under the influence of depletion.	Implement strategies for overcoming and avoiding the "good enough" trap	
Growth and Development	Marshall Goldsmith	9 Chapters	1h estimated	Improve your leadership abilities, enhance your professional and personal relationships by being more self-conscious and aware of how your behavior affects those around you	Identify the most common habits that are holding you back and how they are detrimental to your ability to advance your career	
Leading with Resilience and Grace	John Baldoni	19 Chapters	1h 36m	Manage your emotions, communicate clearly, exercise humility and ensure that you are taking care of yourself in order to keep your team aligned and prevent fear and uncertainty from seeping in	Utilize grace in order to motivate, lead and bring your team together through times of uncertainty and strife	



# COMPETENCIES AND OUTCOMES

## Personal Achievement and Growth

Course Title	Coach Name	Amount of Content	Duration	Outcome 1	Outcome 2	Outcome 3
Behavioral Change	Marshall Goldsmith	17 Chapters	2h 7m	Identify and interrupt negative behaviors in their tracks	Increase your self-awareness through understanding how behavioral triggers work	Master emotional reactions and choose how you react
Questions for Change	Marshall Goldsmith	8 Chapters	1h 26m	Ask the right questions in order to increase your sense of control and responsibility	Bridge the gap between planning and actually doing or following through	Increase your sense of optimism and how to reflect it outwards
Structures for Change	Marshall Goldsmith	8 Chapters	1h 21m	Create structures and routines in order to maximize your chances of achieving long-term Behavioral Change	Implement strategies for overcoming and avoiding the "good enough" trap	Tailor the daily questions activity to align with your goals in order to achieve lasting Behavioral Change
Legacy and Fulfillment	Marshall Goldsmith	12 Chapters	1h estimated	Measure your current Legacy and Fulfillment by monitoring which activities or tasks make you happy, which ones demotivate you and how to maximize both your short-term satisfaction and long-term meaning	Recognize that there are four major components of Legacy and Fulfillment and how they interact and contribute by uncovering your identity, increasing your understanding of achievement, rebuilding and restoring your reputation and learning to accept and let go of things	Utilize concrete and actionable tools in order to discover, regenerate and boost your Legacy and Fulfillment in order to derive fulfillment both at home and at work and lead you to success
Growth and Development	Marshall Goldsmith	9 Chapters	1h estimated	Identify the most common habits that are holding you back and how they are detrimental to your ability to advance your career	Develop concrete strategies and improve your odds of achieving positive, long-lasting Behavioral Change	Improve your leadership abilities, enhance your professional and personal relationships by being more self-conscious and aware of how your behavior affects those around you
Junior Achievement's Principles for Lifelong Success	Sarah Rapp	8 Chapters	1h 29m	Be clear about your vision, your purpose and your goals in order to stay focused and be successful	Overcome self-limiting beliefs and develop the confidence you need in order to be successful	Develop a positive attitude and see new possibilities, learn from your mistakes and see the best in others
Finding Authentic Purpose	Hortense Le Gentil	6 Chapters	1h	Identify the gap between who you are now and where you want to be in the future	Increase your self-awareness to better understand yourself and connect with your deeper purpose	More easily tackle obstacles and challenges and remain at peace even under stress
Discover Hidden Potential	Hortense Le Gentil	7 Chapters	1h 22m	Retrain your brain through neural rewiring in order to replace self-limiting beliefs with new, more positive ones	Harness the power of positive emotions in order to increase your productivity, creativity, resilience, energy and ability to spot opportunities	Maintain your focus on the next obstacle and finish line by ignoring distractions and identifying where you can make the greatest impact
Leading with Emotional Courage	Peter Bregman	13 Chapters	1h 9m	Communicate skillfully in the presence of strong emotions	Take calculated risks that open up new opportunities	

## Productivity and Organization

Course Title	Coach Name	Amount of Content	Duration	Outcome 1	Outcome 2	Outcome 3
Productivity	Peter Bregman	Micromethods 4 Courses	1h	Learn crucial skills for mastering your personal productivity and creativity, so that you can put your best self out into the world each day	Create and maintain healthy and productive habits that help you achieve the right mindset so that you can tackle your most important work and stop wasting time and energy	Learn how to break down and organize your to-do list so that you can efficiently knock it out and complete your tasks
Structures for Change	Marshall Goldsmith	8 Chapters	1h 21m	Create structures and routines in order to maximize your chances of achieving long-term Behavioral Change	Identify when you are "depleted" and mitigate the negative effects of operating under the influence of depletion.	Implement strategies for overcoming and avoiding the "good enough" trap
Productivity Through Happiness	Raj Raghunathan	4 Chapters	25m	Uncover how increasing happiness at work boosts both employee productivity and your return on investment	Define what happiness means as it relates to individuals and the organization as a whole	
Work Autonomy	Raj Raghunathan	4 Chapters	31m	Implement strategies on an organizational level that will increase your team's autonomy	Provide individuals with actionable steps they can take in order to increase their own autonomy at work	
Personal Mastery at Work	Raj Raghunathan	8 Chapters	58m	Implement strategies on an organizational level that will increase your team's mastery	Provide individuals with actionable steps they can take in order to increase their mastery at work	Understand the psychology behind our innate desire to learn and improve, and how it applies to work and the broader organization
Strategic Projects	Antonio Nieto-Rodriguez	17 Chapters	3h 7m	Plan, organize and manage Strategic Projects of any type and size	Develop an understanding of the intricacies of how projects are conducted	
Discover Hidden Potential	Hortense Le Gentil	7 Chapters	1h 22m	Maintain your focus on the next obstacle and finish line by ignoring distractions and identifying where you can make the greatest impact	Recognize when your intuition is speaking to you and learn to utilize it as an effective decision making tool when faced with difficult situations and complex problems	

### Book A Demo Today. Receive A Free Trial

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