COURSE SYLLABUS

Leading People Course

Develop leadership excellence by mastering trust-building, team dynamics, and performance maximization to create a culture of greatness.

Group classes (Live Online) and onsite training are available for this course. For more information, email onsite@graduateschool.edu or visit: https://sdfm.graduateschool.edu/courses/leading-people



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Course Outline

Module 1: Leadership Foundations

- Examine traditional vs. performance-maxing leadership paradigms
- Understand the expectations of Senior Executive Service (SES) leaders
- Explore the Purpose-Centered Leadership model
- Define "greatness" in leadership and performance

Module 2: Transformational Leadership and the 4 I's

- Learn the characteristics of transformational leadership
- Understand and apply the 4 I's: Idealized Influence, Inspirational Motivation, Individualized Consideration, and Intellectual Stimulation
- Explore real-world examples of transformational leaders

Module 3: Coaching for Greatness

- Create "greatness expectations" within your team
- Use "on-the-spot" feedback and performance corrections
- Empower initiative and create a psychologically safe climate

Module 4: Strengths-Based Leadership

- Discover personal strengths using StrengthsFinder or similar tools
- Understand the importance of aligning team roles with individual strengths
- Use task ordering and strength-based assignments to improve engagement

Module 5: Engagement and Motivation

- Apply Gallup Q12 and other tools to measure engagement
- Explore drivers of team motivation across different demographics
- Conduct recognition and feedback interviews with intent

Module 6: Performance Rating and Leadership Impact

- Distinguish between transactional and transformational performance evaluations
- Learn to assess performance vs. potential, strategic contribution, and peer benchmarks

- Apply multi-dimensional ratings for holistic performance assessments

Module 7: Leadership Ethics and Avoiding Hostile Environments

- Discuss ethical challenges and personal “leadership but” factors
- Recognize and prevent bias, tribalism, and exclusion
- Apply the Ten Commandments of Environment Leadership