

Empowered Leader

Course I & II



Thought Design
Powering Possible

Lead with More.

Become a more agile leader, better equipped to navigate the ever-changing challenges of the workplace.

Our Empowered Leader course is designed to power possibilities within participants, ultimately giving you:

- **Greater Clarity** Illuminate the potential within yourself, others, your work, your systems, your organization, and even the world by learning to think in new ways.
- **Greater Capacity** Expand your mindset and capabilities through challenge, collision with new perspectives, and reflection.
- **Greater Agility** Discover how to work with, not against, the design of your brain for greater dexterity throughout your day.

By uncovering the thinking behind people's behaviors, Thought Design gives you the tools to unlock possibilities within yourself, others, and your organization to perform at the highest level.

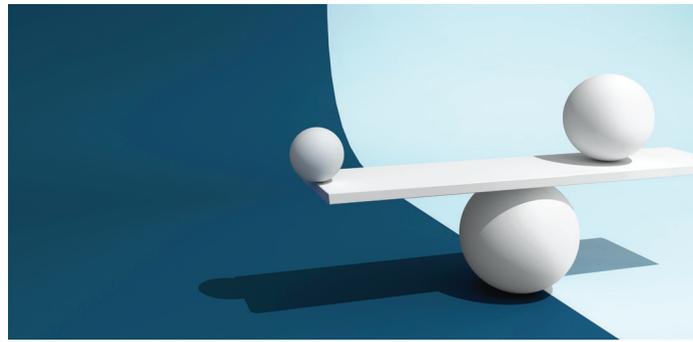
Understanding & Enhancing Psychological Safety

The components of our courses are built heavily on the idea of psychological safety, or the shared belief that we are safe to engage in interpersonal risk-taking in the workplace. When this type of environment is created—which is what this course will teach you to build—team members feel accepted, engaged, and more willing to contribute.



What to Expect

Each part of this course consists of eight 3-hour sessions in which we'll take a deep dive into the following concepts:



Empowered Leader I

- **Foundational Themes:** Understand why psychological safety is the non-negotiable, core ingredient to high performance and healthy culture.
- **Developing Others:** Apply the mindset and strategies that create a multiplying effect on your team.
- **Reduce the Drama:** Break down the predictable, addictive patterns of relating with others that we all fall into when triggered by stress or pressure and develop habits that lead to growth and empowerment.
- **Complexity:** Evaluate how you make decisions and learn strategies to help you lead in times of complexity, ambiguity, and uncertainty.
- **Curiosity and Empathy:** Activate curiosity and empathy in ways that will foster learning, connection, and innovation.
- **Self + Others Awareness:** Increase awareness of your behaviors, beliefs, and values and the impact they have on the psychological safety of your team.
- **Productive Conflict:** Shift the way you think to minimize toxic, unproductive conflict, and maximize opportunities for “creative abrasion.”
- **Structures Thinking:** Create a plan to implement the structures your team needs for a psychologically safe culture.



Empowered Leader II

- **Impostor Syndrome:** Uncover the impostor feelings that lead to unproductive behaviors like holding back, procrastination, self-sabotage, and burnout in yourself and in the people you lead.
- **Radical Ownership:** Create collective responsibility for getting work done well, on time, and without conflict through this set of practices.
- **Failure:** Make sense of failure from a neurobiological perspective and understand how it impacts how a team learns, innovates, and collaborates.
- **Culture of Feedback:** Rethink the common beliefs and practices related to feedback and learn methods that enable real-time learning, trust-building, and connecting.
- **Coaching and Developing Others:** Discover how to listen deeply, probe for the issue under the issue, and ask great questions to unlock your team's potential.
- **Polarity Thinking:** Break cycles of frustration, conflict, and stagnation by learning how to leverage the many polarities in our complex world.
- **Powerful Personal Change:** Transform yourself by identifying the roadblocks to the change you most want and need but haven't succeeded in creating.

Moving Forward

Create a personal development plan that integrates, applies, and articulates the learning that has unfolded for you in this course.



Why does our Empowered Leader course work?

Throughout the course, participants learn how to uncover the thinking behind people's behaviors. When people SEE DIFFERENTLY, they THINK DIFFERENTLY, BEHAVE DIFFERENTLY, and LEAD MORE EFFECTIVELY.

Enroll Now

Become a more agile leader, equipped to face the challenges of the day to day head-on. Enroll in the Empowered Leader course today at thought-design.com/empowered-leader.



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