

COURAGEOUS LEADERSHIP ALLIANCE, INC.



COURSE CATALOG

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COMPANY OVERVIEW

At Courageous Leadership Alliance, INC. (CLA), we are dedicated to cultivating transformative leadership, driving organizational development, and pioneering professional advancement. Our mission is to empower leaders and organizations with groundbreaking strategies and practices that catalyze change and deliver long-lasting impact.

We emphasize courageous decision-making in our comprehensive workshops and training programs, meticulously crafted to enhance leadership competencies, fortify organizational frameworks, and amplify professional achievements. Central to our efforts is a cadre of accomplished professionals, each bringing a wealth of diverse insights and experiences. United by a steadfast commitment to excellence, our team equips leaders and their organizations to surpass established norms and attain heights of performance once thought unreachable.

Choosing CLA means partnering with a visionary entity that consistently redefines the parameters of success. Our experienced instructors are passionately dedicated to steering clients toward unparalleled leadership distinction and organizational prowess.

OUR COMMITMENT



Diverse Approach: At CLA, we champion a customized approach designed to transform individuals and reshape organizational cultures. Our strategies are adaptive, focusing on each organization's unique dynamics and needs to foster an environment of continuous improvement and innovation.



Creative Solutions: We harness creativity to develop cutting-edge solutions, applying targeted tips and training that are specifically crafted to align with your market demands and leadership challenges. Our approach is not one-size-fits-all; it's a bespoke blueprint that addresses the specific hurdles and opportunities you face.



Undeniable Success: Our methodologies aren't just innovative—they're proven. We have a track record of demonstrable success, with our clients experiencing marked improvements in productivity and morale. These outcomes are a testament to the effectiveness of our tailored programs and the depth of our insight.



Professionalism: We are steadfast in maintaining the highest level of professionalism and expertise. Our services are designed to engage and inspire, ensuring that every interaction not only meets but exceeds your expectations. With CLA, you're not just choosing a service; you're choosing a partner committed to your success.



HOW CLA CAN HELP YOU: SERVICES OVERVIEW

LEADERSHIP DEVELOPMENT: EMPOWERING EXCELLENCE

Designed to equip both individuals and organizations with the tools, strategies, and insights necessary to lead with confidence, integrity, and vision. Whether you are an emerging leader or at the helm of your organization, our bespoke programs are tailored to meet you where you are and take you where you need to be.

ORGANIZATIONAL CULTURE DEVELOPMENT: CULTIVATING HIGH-PERFORMANCE ENVIRONMENTS

Dedicated to assisting organizations in crafting such an environment—a place where engagement, innovation, and productivity flourish. We understand that culture is more than just a set of values; it's the heartbeat of your organization, influencing every interaction and decision. Our comprehensive services are designed to transform your workplace culture into a powerful asset that drives success.

STRATEGIC BUSINESS CONSULTING: DRIVING SUCCESS AND INNOVATION

Designed to empower your organization to navigate complexities, seize opportunities, and drive sustainable growth. We understand that each business is unique, with its own set of challenges and aspirations. That's why we offer tailored solutions that align with your specific goals, whether you're a start-up looking to scale, an established enterprise seeking to optimize operations, or anywhere in between.

SELF-PACED COURSES

We partner with MindEdge to deliver premium online courses for professional development, continuing education, and corporate solutions. A variety of course subjects and certificates are available such as Agile, HR Management, Computer Applications, and more.

LIVE TRAINING

Our live training sessions are designed to deliver real-time, interactive learning experiences that engage participants in a dynamic environment. Led by expert instructors, these sessions offer immediate feedback, hands-on exercises, and the opportunity to ask questions and interact not just with the trainers but also with fellow participants.

THE WARRIOR'S WALK - RESILIENCY TRAINING

The Warrior's Walk course offers a powerful 2-mile journey that provides warriors with engaging opportunities to participate in individual and team connective exercises, self-reflection, insightful facilitated discussion, and a group capstone experience known as "campfire." The primary objective of this course is to empower warriors to enhance their resilience, honing their leadership abilities, and refining their aptitude to function effectively as team players in a professional setting.

PMP EXAM PREP TRAINING

Our PMP Exam Prep Training Course is a 4-day program consisting of 9 hours per day, totaling 35 hours of live instructor-led training. By completing our training course, participants will meet the requirements of PMI 35 PDU and be eligible to apply for the PMP Certification.

EMPATHETIC LEADERSHIP CERTIFICATE PROGRAM

Cultivating empathy in business is a key predictor of growth, resilience, employee satisfaction, and motivation. The often underestimated leadership quality creates the foundation of strong relationships and community that are necessary for a business to thrive. Being able to understand your customers and employees provides valuable insight into your organization and efficient problem-solving.

BUILDING A COURAGEOUS CULTURE CERTIFICATE PROGRAM

The power of building and strengthening a courageous organizational culture is impactful at every level. Changing culture starts with leadership fostering courage in themselves and in others. Develop the skills and strategies to evaluate and build your organizational culture, harness effective communication, and inspire a shared vision to achieve ultimate growth.

CERTIFIED TECH & CYBERSECURITY TRAINING COURSES

Our cutting-edge tech and cyber certification courses! Whether you're looking to start a new career in technology, enhance your current skill set, or ensure your team stays ahead of the latest cybersecurity threats, our comprehensive course offerings are designed to meet your needs. From CompTIA Security+ to Microsoft Power BI Data Analyst Associate certifications, our expert-led training provides all the tools necessary to thrive in today's fast-paced tech environment.

EXECUTIVE COACHING

Our executive coaching program is a comprehensive program that spans 3, 6, or 10 months. We conduct a rigorous coach-matching process to tailor coaching styles to the specific development needs of each leader.

KEYNOTE SPEAKERS

Our team of unique speakers never give the same off-the-shelf canned presentations: we contextualize our ideas and research to your audience and needs. We'll work with you to plan the content and message to ensure maximum impact! We will engage, empower, inspire, and motivate your people.

PERSONALITY & TRAIT ASSESSMENTS

We offer science-based training and assessments tailored for leaders at all levels, from frontline to executive. With our specialized assessments, including EQ-i 2.0 / EQ 360, Workplace Big 5, and The DiSC®, you'll identify your strengths and areas for improvement, empowering you to excel in your leadership role.

TEAM & ORGANIZATIONAL ASSESSMENT

The Leadership Gap Indicator (LGI) is a team and organizational assessment designed to help organizations compare current leadership capabilities to organizational needs. This analysis helps to identify current leadership capabilities and draw attention to any gaps that may exist.

CENTER FOR CREATIVE LEADERSHIP (CCL) CHANNEL PARTNER

We believe that courage is at the heart of effective leadership, and our programs are designed to nurture this vital quality in every leader we work with. Our collaboration with CCL opens new avenues for us to bring our unique perspective to a wider audience, benefitting from CCL's vast resources and expertise.

SHRM RECERTIFICATION PROVIDER

Courageous Leadership Alliance, INC. is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP® or SHRM-SCP®.



PROFESSIONAL SCRUM MASTER™ I,II, AND III CERTIFICATION

- The Professional Scrum Master™ I (PSM I) certification validates your knowledge of the Scrum framework, the Scrum Master accountabilities and how to apply Scrum.
- The Professional Scrum Master™ II (PSM II) certification validates your ability as a Scrum Master to apply the Scrum framework, support Scrum Teams and solve complex problems in the real world.
- The Professional Scrum Master™ III (PSM III) certification validates your deep understanding of how to apply Scrum, Scrum practices, and the Scrum Values. PSM III tests your ability as a Scrum Master in a variety of complex team and organizational situations.



IN-PERSON/VIRTUAL WORKSHOPS

At CLA, we are dedicated to unlocking the full potential of leaders and professionals across various sectors. Our in-person and virtual training workshops and seminars are designed to catalyze personal growth and organizational excellence. By delving deep into the core aspects of leadership and professional development, we offer an immersive learning experience that nurtures resilience, sparks innovation, and refines management acumen. Our training offerings are as flexible as they are impactful. Depending on your needs and goals, you can choose from:

- Virtual: Ranging from 2 hours to a full day, our seminars provide concise, yet comprehensive insights into specific topics, ideal for busy professionals seeking to enhance their skills efficiently.
- Workshops: Spanning 1 to 3 days, our workshops offer an in-depth exploration of subjects, allowing for hands-on exercises, group discussions, and personalized feedback to ensure a transformative learning experience.

TRANSFORMATIVE LEARNING EXPERIENCES

Our training sessions are more than just lectures; they are interactive, experiential journeys tailored to instill practical skills and actionable insights in the following areas:

LEADERSHIP DEVELOPMENT

Elevate your leadership prowess with cutting-edge strategies designed to sharpen your decision-making, enhance your strategic acumen, and empower visionary leadership. Transform your potential into powerful outcomes that redefine what's possible in your career and organization.

PROFESSIONAL GROWTH

Propel your career forward by mastering essential professional skills. Our programs focus on effective communication, emotional intelligence, and specialized coaching techniques, all tailored to help you ascend to new heights in your professional journey.

ORGANIZATIONAL CULTURE

Cultivate a vibrant organizational culture that thrives on inclusivity, engagement, and shared values. Our bespoke strategies are designed to create an environment where every employee feels valued and driven towards collective and individual success.

INNOVATION & RESILIENCE

Create a robust foundation for innovation and resilience, enabling your organization to adapt and thrive in the face of challenges. Our approach helps foster a culture where innovative ideas blossom and resilience is a cornerstone of your strategic advantage.

TEAM DYNAMICS

Transform your teams into high-performing units with our targeted programs in collaboration, trust-building, and conflict resolution. Elevate team dynamics to achieve remarkable efficiency and effectiveness, driving unparalleled results.

DIVERSITY & INCLUSION

Champion a workplace where diversity is celebrated and inclusion is the norm. Our initiatives enhance how diverse perspectives are harnessed, enriching creativity and problem-solving capabilities across your organization.

BUSINESS ACUMEN

Develop a keen understanding of the business landscape with our targeted training. Enhance your financial literacy, market analysis, and strategic planning skills to make informed decisions that drive business success.

Our premier workshops are designed to provide an optimal learning experience tailored to foster interactive and engaging environments. Limited to a maximum of 30 participants, these workshops ensure personalized attention and meaningful interactions. Each session is crafted to encourage active participation, with hands-on activities, real-life scenarios, and collaborative exercises that deepen understanding and retention. To further enhance the learning journey, each person will receive a participant kit containing all necessary materials and resources, ensuring they are fully equipped to apply their new skills effectively.

BUILDING AND SUSTAINING TRUST

This workshop explores the fundamental principles of trust-building within teams and organizations. Participants will learn strategies to develop, maintain, and restore trust, fostering a culture of openness and reliability.

Learning Objectives:

- Understand the core components of trust in the workplace.
- Identify behaviors that build and erode trust.
- Develop skills to establish trust in new and existing relationships.
- Create a trust-building action plan for their team.

Learning Outcomes:

- Articulate the importance of trust in team dynamics.
- Demonstrate techniques to foster trust.
- Develop personalized strategies for trust-building.
- Handle trust-related challenges effectively.

CONFLICT RESOLUTION

This workshop provides tools and techniques for resolving conflicts constructively. Participants will learn to identify the root causes of conflicts, manage emotional responses, and facilitate resolution processes.

Learning Objectives:

- Recognize common sources of workplace conflict.
- Understand different conflict resolution styles.
- Apply conflict resolution techniques to real-life scenarios.
- Develop communication skills to manage and resolve conflicts.

Learning Outcomes:

- Identify and analyze conflict situations.
- Utilize appropriate conflict resolution strategies.
- Demonstrate improved communication skills in conflict situations.
- Create a conflict resolution plan for their workplace.

CREATING HIGH-PERFORMANCE TEAMS

This intensive workshop focuses on the key elements of building and leading high-performance teams. Participants will explore team dynamics, effective leadership practices, and strategies for sustaining high performance.

Learning Objectives:

- Understand the characteristics of high-performance teams.
- Identify team roles and responsibilities.
- Develop strategies for enhancing team cohesion and productivity.
- Learn techniques to motivate and engage team members.

Learning Outcomes:

- Describe the attributes of high-performance teams.
- Implement strategies to improve team performance.
- Demonstrate enhanced leadership skills.
- Foster a collaborative team environment.

LEADING AND MANAGING CHANGE

This workshop equips leaders with the skills to effectively manage and lead change within their organizations. Participants will learn change management theories, tools, and techniques to navigate and implement change successfully.

Learning Objectives:

- Understand the principles of change management.
- Identify the stages of the change process.
- Develop strategies to lead and support teams through change.

Learning Outcomes:

- Participants will comprehend change management concepts.
- Participants will effectively lead change initiatives.
- Participants will support their teams during transitions.

ENERGY MANAGEMENT

This workshop provides strategies for managing personal energy and stress. Participants will learn techniques to maintain high energy levels and create a personalized stress management plan.

Learning Objectives:

- Understand the impact of energy and stress on performance.
- Identify personal energy drains and boosters.
- Learn techniques for stress reduction and energy management.

Learning Outcomes:

- Participants will be able to manage their energy effectively.
- Participants will implement stress reduction techniques.
- Participants will maintain higher productivity and well-being.

MANAGING DIFFICULT CONVERSATIONS

This workshop focuses on developing the skills necessary to manage difficult conversations with confidence and professionalism. Participants will learn techniques for effective communication and conflict resolution.

Learning Objectives:

- Understand the dynamics of difficult conversations.
- Learn strategies for preparing and conducting difficult conversations.
- Develop communication skills to navigate challenging interactions.
- Practice techniques for conflict resolution during conversations.

Learning Outcomes:

- Participants will handle difficult conversations with greater confidence.
- Participants will utilize effective communication strategies.
- Participants will resolve conflicts constructively.
- Participants will improve their overall communication skills.

MASTERING EMOTIONAL INTELLIGENCE

This workshop helps participants develop their emotional intelligence (EI) to enhance personal and professional relationships. Participants will learn to recognize, understand, and manage their own emotions and those of others.

Learning Objectives:

- Understand the components of emotional intelligence.
- Recognize the impact of EI on personal and professional success.
- Develop strategies to enhance self-awareness and self-regulation.
- Improve empathy and social skills.

Learning Outcomes:

- Participants will demonstrate increased emotional intelligence.
- Participants will apply EI strategies in their daily interactions.
- Participants will enhance their relationships through improved EI.
- Participants will achieve greater personal and professional success.

LEADERSHIP COMMUNICATION

This workshop focuses on the essential communication skills required for effective leadership. Participants will learn how to communicate vision, provide feedback, and inspire their teams.

Learning Objectives:

- Understand the importance of communication in leadership.
- Develop skills for clear and impactful communication.
- Learn techniques for providing constructive feedback.
- Enhance the ability to inspire and motivate teams.

Learning Outcomes:

- Participants will communicate more effectively as leaders.
- Participants will provide constructive feedback.
- Participants will inspire and motivate their teams.
- Participants will improve overall team performance through effective communication.

PROBLEM-SOLVING THROUGH CRITICAL THINKING

This workshop teaches critical thinking and problem-solving skills. Participants will learn to analyze situations, identify problems, and develop effective solutions.

Learning Objectives:

- Understand the principles of critical thinking.
- Develop skills to analyze and solve problems.
- Learn techniques for creative and strategic thinking.
- Apply critical thinking to real-world scenarios.

Learning Outcomes:

- Participants will demonstrate enhanced critical thinking skills.
- Participants will solve problems more effectively.
- Participants will think creatively and strategically.
- Participants will apply critical thinking in their professional roles.

WORKPLACE RESILIENCE

This workshop focuses on developing resilience to thrive in a dynamic work environment. Participants will learn strategies to adapt to change, overcome challenges, and maintain a positive mindset.

Learning Objectives:

- Understand the concept of resilience.
- Identify factors that contribute to personal and workplace resilience.
- Develop strategies to build and maintain resilience.
- Learn techniques to cope with stress and adversity.

Learning Outcomes:

- Participants will demonstrate increased resilience.
- Participants will adapt to change more effectively.
- Participants will maintain a positive mindset in challenging situations.
- Participants will implement resilience-building strategies in their workplace.



THE POWERHOUSE WORKSHOP

THE POWERHOUSE WORKSHOP is designed to be a transformative experience, offering a tailored approach to meet the diverse needs of organizations. Whether opting for a 1-day, 2-day, or 3-day format, the workshop delves into the critical aspects of leadership development, organizational culture, and cohesive team building, each crafted to foster a profound impact on both personal and professional levels.

1-DAY WORKSHOP: AN INTENSIVE OVERVIEW

The 1-day workshop is an intensive session designed for participants to gain a broad overview of leadership development, organizational culture, and team building. This format is ideal for those with limited time but a strong desire to start their journey towards effective leadership and organizational enhancement.

The day is structured to cover the fundamentals of each area, beginning with the principles of effective leadership, including self-awareness, communication, and decision-making. It then transitions to understanding the key elements of a positive organizational culture and concludes with the basics of building and maintaining a cohesive team. This compact session is interactive, with discussions, activities, and practical tools that participants can immediately apply to their professional environments.

RECOMMENDED WORKSHOP AGENDA

AGENDA		
TIME	SESSION	
08:30 - 08:45	Admin/Set-Up/Team Introductions	
08:45 - 09:45	1	Strategic Transition (From tactical to strategic mindset): Transition from a tactical to a strategic mindset, focusing on long-term planning, vision, and strategic thinking.
09:45 - 11:00	2	Building an Inclusive Culture: Fostering an environment that embraces diversity and promotes inclusivity. It includes practical approaches for encouraging diverse perspectives and creating a sense of belonging for all employees.
11:00 - 12:00	3	Creating High-Performance Teams - Part 1: Strategies for building and leading teams that consistently deliver high performance, focusing on team dynamics, goal setting, and performance management.
12:00 - 13:00	Lunch	
13:00 - 14:00	4	Creating High-Performance Teams - Part 2
14:00 - 15:00	5	Group Exercise
15:00 - 15:15	Coffee Break	
15:15 - 16:30	6	Resiliency 2.0: Building and enhancing resilience skills in the face of challenges and setbacks, focusing on personal growth and adaptive strategies.
16:30 - 16:45	Wrap-up	

2-DAY WORKSHOP: A BLENDED APPROACH

In the 2-day format, the workshop offers a more integrated experience, combining leadership development, organizational culture, and team building into a cohesive learning journey.

Day 1 focuses on the foundational aspects of leadership development and organizational culture. Participants explore the core qualities of effective leadership, including communication, decision-making, and emotional intelligence. Concurrently, there's an emphasis on understanding and shaping organizational culture, recognizing its influence on behavior, attitudes, and performance within the team.

Day 2 shifts towards the practical application of cohesive team building. The sessions are interactive, involving group activities, role-plays, and case studies that highlight the importance of teamwork, collaboration, and inclusivity. Participants learn strategies to foster a sense of belonging and create an environment where every team member feels valued and motivated.

RECOMMENDED 2-DAY POWERHOUSE WORKSHOP AGENDA

DAY 1 AGENDA		
TIME	SESSION	
08:30 - 08:45	Admin/Set-Up/Team Introductions	
08:45 - 09:45	1	Strategic Transition (From tactical to strategic mindset): Transition from a tactical to a strategic mindset, focusing on long-term planning, vision, and strategic thinking.
09:45 - 11:00	2	Handling Difficult Conversations: Techniques for managing challenging conversations with confidence and tact, with a primary focus on conflict resolution/management.
11:00 - 12:00	3	Leadership Communication: Effective communication strategies for leaders, covering aspects like clarity, empathy, and persuasion in various leadership scenarios.
12:00 - 13:00	Lunch	
13:00 - 14:00	4	Driving Change: This course provides insights into effectively managing and leading change within organizations, covering change management theories, strategies, and practical implementation.
14:00 - 15:00	5	Creating High-Performance Teams - Part 1: Strategies for building and leading teams that consistently deliver high performance, focusing on team dynamics, goal setting, and performance management.
15:00 - 15:15	Coffee Break	
15:15 - 16:30	6	Creating High-Performance Teams - Part 2
16:30 - 16:45	Wrap-up	
DAY 2 AGENDA		
08:00 - 08:15	Admin/Set-Up/Team Introductions	
08:15 - 09:15	1	Mastering Emotional Intelligence: Developing emotional intelligence (EQ) skills, crucial for effective leadership including self-awareness, empathy, and managing emotions in the workplace.
09:15 - 10:15	2	Building an Inclusive Culture: Fostering an environment that embraces diversity and promotes inclusivity. It includes practical approaches for encouraging diverse perspectives and creating a sense of belonging for all employees.
10:15 - 11:15	3	Group Exercise
11:15 - 12:15	Lunch	
12:15 - 13:00	4	Building and Sustaining Trust: Critical role of trust in team dynamics, this course teaches methods to build and maintain trust within teams and organizations, enhancing collaboration and productivity.
13:00 - 13:45	5	Influencing for Organizational Impact: How to effectively influence others within an organization to achieve desired outcomes, focusing on persuasion, negotiation, and communication strategies.
13:45 - 14:45	6	Resiliency 2.0: Building and enhancing resilience skills in the face of challenges and setbacks, focusing on personal growth and adaptive strategies.
14:45 - 15:00	Wrap-Up	

3-DAY WORKSHOP: A DEEP DIVE INTO EACH TOPIC

The extended 3-day workshop allows for a more in-depth exploration of each key area, dedicating an entire day to delve into the nuances and strategies of leadership development, organizational culture, and cohesive team building.

- **Day 1: Leadership Development** is dedicated entirely to enhancing leadership capabilities. It covers advanced topics such as transformative leadership, resilience, and strategic thinking. Participants engage in self-assessment exercises and receive personalized feedback to help identify their strengths and areas for growth.
- **Day 2: Organizational Culture** examines the intricacies of cultivating a positive, adaptive, and innovative workplace culture. Through workshops and discussions, participants explore methods to assess, shape, and evolve the culture within their organizations, ensuring it aligns with their core values and business objectives.
- **Day 3: Cohesive Team Building** is focused on the practicalities of building and maintaining high-performing teams. The day is packed with team-based exercises, conflict resolution strategies, and techniques to enhance team dynamics. The goal is to equip participants with the tools to create a collaborative environment that leverages diversity and drives collective success.

RECOMMENDED 3-DAY POWERHOUSE WORKSHOP AGENDA

DAY 1 - THE POWER OF LEADERSHIP		
TIME	SESSION	
08:30 - 08:45	Admin/Set-Up/Team Introductions	
08:45 - 09:45	1	Strategic Transition (From tactical to strategic mindset): Transition from a tactical to a strategic mindset, focusing on long-term planning, vision, and strategic thinking.
09:45 - 11:00	2	Handling Difficult Conversations: Techniques for managing challenging conversations with confidence and tact, with a primary focus on conflict resolution/management.
11:00 - 12:00	3	Leadership Communication: Effective communication strategies for leaders, covering aspects like clarity, empathy, and persuasion in various leadership scenarios.
12:00 - 13:00	Lunch	
13:00 - 14:00	4	Mastering Emotional Intelligence: Developing emotional intelligence (EQ) skills, crucial for effective leadership including self-awareness, empathy, and managing emotions in the workplace.
14:00 - 1:15	Coffee Break	
14:15 - 15:30	5	Driving Change: This course provides insights into effectively managing and leading change within organizations, covering change management theories, strategies, and practical implementation.
15:30 - 15:45	Wrap-up	
DAY 2 - THE POWER OF AN ORGANIZATIONAL CULTURE		
08:00 - 08:15	Admin/Set-Up/Team Introductions	
08:15 - 09:15	1	Building an Inclusive Culture: Fostering an environment that embraces diversity and promotes inclusivity. It includes practical approaches for encouraging diverse perspectives and creating a sense of belonging for all employees.
09:15 - 10:15	2	Developing A Coaching Culture: Aimed at embedding coaching as a core aspect of organizational culture, this course covers methods to develop a supportive and growth-oriented environment.
10:15 - 11:15	3	Group Exercise
11:15 - 12:15	Lunch	
12:15 - 13:00	4	Creating A Positive Climate: Designed to help leaders foster a positive work environment, this course covers strategies to enhance employee morale, motivation, and overall workplace satisfaction.
13:00 - 13:45	5	Influencing for Organizational Impact: How to effectively influence others within an organization to achieve desired outcomes, focusing on persuasion, negotiation, and communication strategies.
13:45 - 14:45	6	Developing Business Acumen Skills: A course designed to enhance understanding of business operations, financial literacy, market dynamics, and strategic decision-making.
14:45 - 15:00	Wrap-Up	
DAY 3 - THE POWER OF A COHESIVE TEAM		
08:00 - 08:15	Admin/Set-Up/Team Introductions	
08:15 - 09:15	1	Psychological Safety: Focuses on creating a workplace environment where team members feel safe to speak up, take risks, and express their ideas without fear of negative consequences.
09:15 - 10:15	2	Creating High-Performance Teams - Part 1: Strategies for building and leading teams that consistently deliver high performance, focusing on team dynamics, goal setting, and performance management.
10:15 - 11:15	3	Group Exercise
11:15 - 12:15	Lunch	
12:15 - 13:00	4	Creating High-Performance Teams - Part 2
13:00 - 13:45	5	Building and Sustaining Trust: Critical role of trust in team dynamics, this course teaches methods to build and maintain trust within teams and organizations, enhancing collaboration and productivity.
13:45 - 14:45	6	Resiliency 2.0: Building and enhancing resilience skills in the face of challenges and setbacks, focusing on personal growth and adaptive strategies.
14:45 - 15:00	Wrap-Up	

At CLA, we pride ourselves on our innovative approach to leadership development. We believe that courage is at the heart of effective leadership, and our programs are designed to nurture this vital quality in every leader we work with.

We are thrilled to be in partnership with the prestigious CCL Partner Channel Network. As a dynamic organization committed to fostering leadership and growth, joining forces with CCL allows us to amplify our impact and reach. Our shared values of empowering individuals and organizations to achieve their fullest potential make this partnership a natural fit.

LEAD 4 SUCCESS LEADERSHIP PROGRAM

- Use the principles of self-awareness to make conscious decisions about leadership behavior that contribute positively to your brand and reputation.
- Continuously identify opportunities for growth through learning agility behaviors of seeking, sense-making, internalizing, and applying.
- Increase leadership influence by building trust and leveraging networks to lead others in your chosen direction.
- Effectively communicate through active listening, gathering and delivering feedback, and creating a vision that others hear and remember.

BOUNDARY SPANNING LEADERSHIP WORKSHOP

- Understand the power of Boundary Spanning for leadership success
- Identify the types of boundaries that limit potential
- Learn and practice the six principles of Boundary Spanning Leadership
- Recognize your role in spanning boundaries to achieve more than you imagined

DIRECTION-ALIGNMENT-COMMITMENT WORKSHOP

- Better understand the difference between a leader and leadership
- Apply a framework for effective leadership
- Assess how well leadership is happening in the group using the DAC framework
- Discuss strengths and opportunities for improvements
- Create an action plan for improving leadership effectiveness.

LEADING PEOPLE THROUGH CHANGE WORKSHOP

- Drive progress on a real change you are currently leading
- Explore and manage your own change preferences
- Understand and recognize the process of change and transition
- Leverage the power of CCL's 3 Cs of change – Communication, Collaboration, and Commitment
- Identify and collaborate with stakeholders during change
- Apply key lessons to any organizational

LEARNING AGILITY: UNLOCK THE LESSONS OF EXPERIENCE WORKSHOP

- Leverage the four components of Learning Agility to make the most of experiences
- Learn more about the particular skill of Learning Agility and how to apply it to developmental goals
- Gain insight into approaches to developing Learning Agility
- Become more Learning Agile

**COURAGEOUS LEADERSHIP ALLIANCE, INC. PRESENTS AN
IMMERSIVE AND TRANSFORMATIVE EXPERIENCE:**

THE WARRIOR'S WALK

The Warrior's Walk is a comprehensive resilience training program that sharpens leadership skills and enhances the ability to function effectively as a team player in professional environments. Spanning a robust 2-mile course, participants engage in a series of interactive exercises designed for individual reflection and team collaboration. The program includes eight strategically placed stations, each focusing on key aspects like mindfulness, resilience, and interpersonal connection, providing a balanced challenge both physically and mentally.

The journey begins with 'Grounding,' where participants focus on deep breathing and sensory awareness to anchor themselves in the present. 'Gratitude' follows, encouraging reflection on life's blessings. 'Empathy' fosters understanding and compassion towards others, while 'Self-Compassion' emphasizes kindness and self-care. 'Mindful Movement' incorporates gentle physical exercises to enhance bodily awareness.



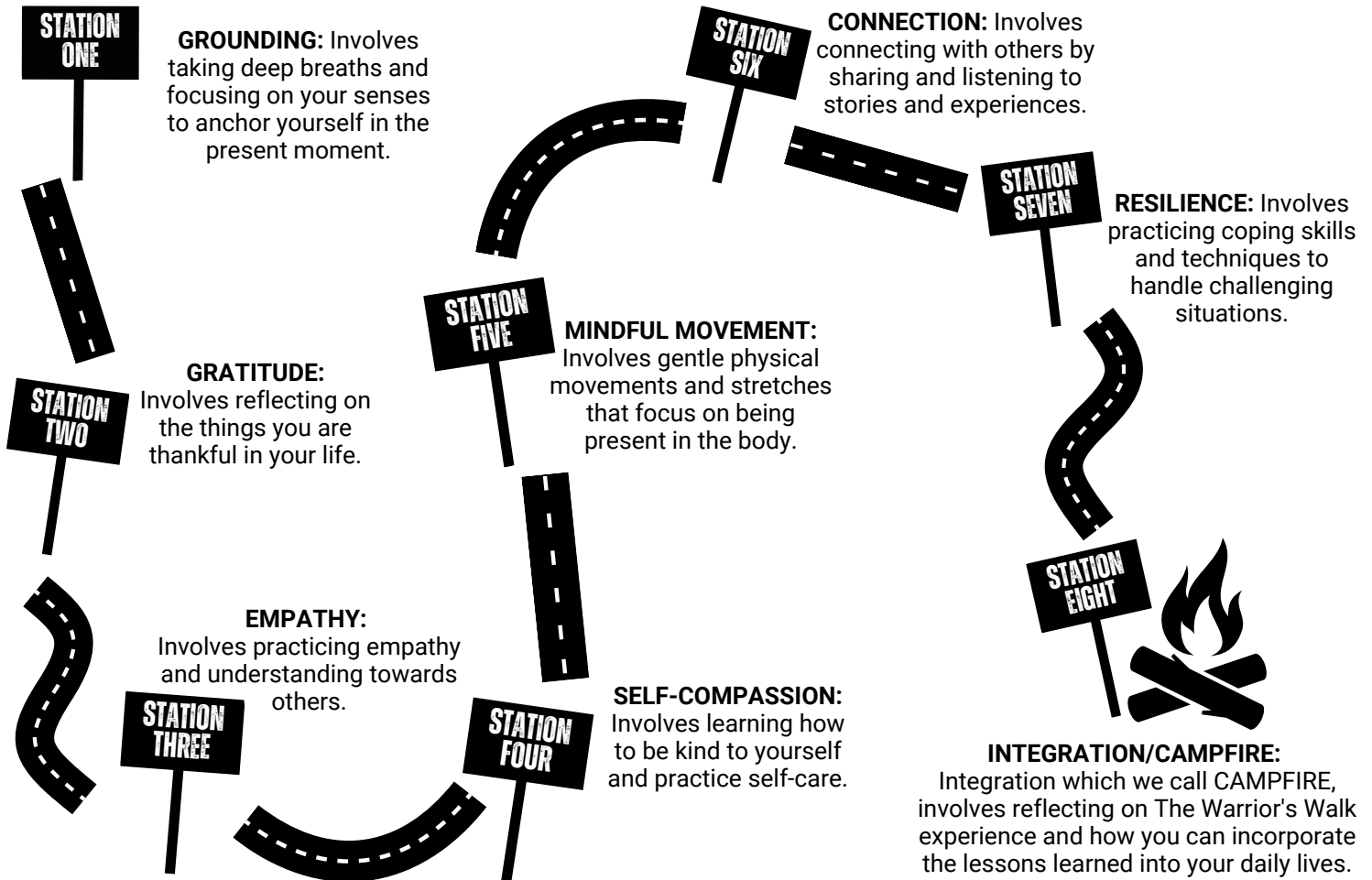
At the 'Connection' station, participants share and listen to personal stories, building bonds with their peers. 'Resilience' teaches coping skills for adversity, and the final station, 'Integration,' or CAMPFIRE, offers a reflective capstone where participants contemplate the integration of these lessons into their daily lives.

This carefully structured course aims to cultivate personal growth and professional competencies, ensuring participants leave with valuable insights and strengthened resilience.

Each participant will receive a Warrior's Walk T-Shirt, Medal of Completion, and Journal for exercises and self-reflection.



COURSE OUTLINE



INTERPERSONAL COMMUNICATION **PERSONAL DEVELOPMENT** **ACCEPTANCE**

SELF-AWARENESS

LEADERSHIP DEVELOPMENT **GRATITUDE** **PHYSICAL ENDURANCE**

BUILD RESILIENCE **SELF-LOVE** **EMPATHY**

EMOTIONAL CONNECTION **MENTAL ENDURANCE**

POSITIVE CLIMATE **ACTIVE LISTENING** **POSITIVE TEAM PLAYER** **SELF-CARE**

SELF-REFLECTION **APPRECIATION** **MOTIVATION**

COHESIVE TEAM MINDSET **MENTAL WEALTH** **MEANINGFUL CONNECTIONS**

PROFESSIONAL GROWTH

THE WARRIOR'S WALK

Our Executive Coaching Program is the epitome of professional evolution, meticulously curated to initiate profound transformation within leaders at various stages of their careers. This program isn't merely about augmenting skills; it's an immersive odyssey into the core of leadership excellence, strategic innovation, and personal evolution, designed to span 3, 6, or 10 months, depending on the depth of the journey you choose to embark upon.

Personalized Transformation Journey: Our program offers a personalized developmental path tailored to your unique professional profile. We explore your strengths, aspirations, and challenges to ensure a transformative journey. This approach supports those at various leadership stages, whether enhancing organizational impact or refining strategic visions.

Reflective Practices and Actionable Strategies: Our coaching philosophy blends introspection with practical action. Through reflective practices, we enhance your self-awareness, coupled with actionable strategies to transform insights into real-world impact. This method fosters noticeable improvements in leadership effectiveness and organizational influence.

One-on-One Support and Mentorship: You'll receive dedicated one-on-one support from experienced coaches, making our coaching relationship a cornerstone of your growth. This personalized mentorship ensures a deeply impactful coaching experience, guiding you through each step of your journey.

Tangible Outcomes and Lasting Impact: The transformation in your leadership style will be recognizable both to you and those around you. Graduates from our program evolve into visionaries who reshape their professional environments and drive innovation. Our aim is for this program to have a lasting effect, influencing your career and the ethos of your organization.

PROGRAM OVERVIEW

Initial Assessment and Goal Setting

- Kick-off Session to understand the coachee's background, challenges, and aspirations.
- Skill Assessments are used to evaluate skills and competencies and identify development areas.
- Setting specific, measurable, and attainable goals/coaching objectives.

Customized Coaching Modules

- Modules are tailored based on areas of focus identified initially, targeting key skills and competencies.

Coaching Sessions

- Applying learned skills to real-life challenges.
- Regular feedback to support personal and professional growth.

Evaluation and Accountability

- Ongoing assessments to track goal achievement.
- Adjusting the coaching plan to meet the coachee's evolving needs.

COACHING PACKAGES

Intermediate Coaching Package 1:1

- Coaching Time Period: 3-months
- One session per week for 1 hour
- Includes: One assessment - WorkPlace Big Five, EQ-i 2.0/360, or DiSC

Advanced Coaching Package 1:1

- Coaching Time Period: 6-months
- One session per week for 1 hour
- Includes: Two assessments - WorkPlace Big Five, EQ-i 2.0/360, or DiSC

The Bold & Courageous VIP 1:1 Package

- Coaching Time Period: 10-months
- One session per week for 1 hour
- Includes: WorkPlace Big Five, EQ-i 2.0/360, and DiSC

PERSONALITY & TRAIT ASSESSMENTS

Leadership styles are unique, and at Courageous Leadership Alliance (CLA), we understand there's no universal solution. We offer science-based training and assessments tailored for leaders at all levels, from frontline to executive. Our nationally accredited techniques provide deep insights into your leadership challenges. You'll acquire essential skills for confidently navigating any situation and staff interaction. With our specialized assessments, including EQ-i 2.0, EQ 360, Workplace Big 5, and The DiSC®, you'll identify your strengths and areas for improvement, empowering you to excel in your leadership role.

EQ-i 2.0

The EQ-i 2.0 is a self-assessment tool that measures various aspects of emotional intelligence. The EQ-i 2.0 assesses the following key areas:

1. **Self-Perception:** Understanding and expressing one's own emotions.
2. **Self-Expression:** Assertive communication and the ability to express feelings and beliefs non-destructively.
3. **Interpersonal:** Developing and maintaining healthy relationships.
4. **Decision Making:** Using emotions to guide optimal decision-making.
5. **Stress Management:** Coping with challenges and remaining calm under pressure.



EQ 360

The EQ 360, also known as the Multi-Rater version of the EQ-i, provides a more comprehensive view by including not only the individual's self-assessment but also feedback from peers, managers, direct reports, and others. This 360-degree feedback approach helps to highlight discrepancies between an individual's self-perception and how others perceive their emotional intelligence skills in the workplace. The EQ 360 covers the same areas as the EQ-i 2.0 but from multiple perspectives, offering richer insights into an individual's EI.

WorkPlace Big Five Profile™

The Big Five personality model is a well-researched and reliable modern approach to understanding personality. It is widely accepted as the standard in personality research and often serves as the benchmark for evaluating other personality assessment tools. Due to its significance, it is often referred to as the "mother" of all personality assessment tools.

The Big Five model categorizes personality into five areas known as Supertraits. In addition, the WorkPlace Big Five evaluation method evaluates personality by analyzing 23 distinct subtraits. By analyzing these traits, we can gain insight into a person's behavior. The WorkPlace Big Five identifies the five Supertraits as: Need for stability (N), Extraversion (E), Originality (O), Accommodation (A), Consolidation (C).

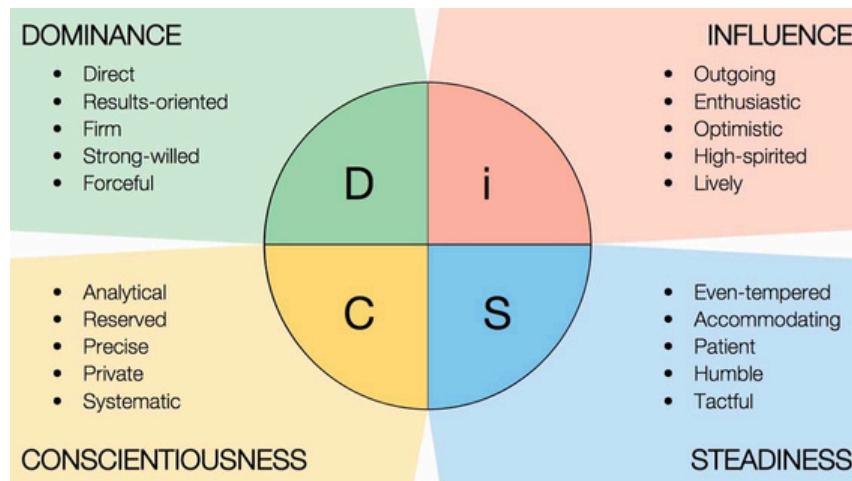
O	C	E	A	N
Openness	Conscientiousness	Extraversion	Agreeableness	Neuroticism
The tendency to appreciate art, new ideas, values, feelings, behaviors, and variety of experiences imagination and curiosity.	The tendency to be careful, self-discipline, on-time appointments, to follow rules, and to be hardworking.	The tendency to be talkative, sociable, to enjoy others, and to have a dominant style.	The tendency to agree and go along with others rather than to assert one's own opinions and choices.	The tendency to experience negative emotions, such as anger, anxiety, depression, worry, and sadness.

DiSC® Assessment

DiSC is an acronym for the four main personality profiles described in the DiSC model: (D)ominance, (I)nfluence, (S)teadiness, and (C)onscientiousness.

- People with D personalities tend to be confident and place an emphasis on accomplishing bottom-line results.
- People with i personalities tend to be more open and place an emphasis on relationships and influencing or persuading others.
- People with S personalities tend to be dependable and place an emphasis on cooperation and sincerity.
- People with C personalities tend to place an emphasis on quality, accuracy, expertise, and competency.

The Everything DiSC suite further develops these four categories, offering deeper analysis for particular needs like management, leadership, sales, or resolving conflicts. Everything DiSC evaluates eight scales (D, iD/Di, i, iS/Si, S, SC/CS, C, and CD/DC) and identifies priorities during the evaluation, enhancing the breadth of insights provided.



TEAM & ORGANIZATIONAL ASSESSMENT

The Leadership Gap Indicator (LGI) is a team and organizational assessment designed to help organizations compare current leadership capabilities to organizational needs. This analysis helps to identify current leadership capabilities and draw attention to any gaps that may exist. Organizations can use this process to gain important information about priorities for leadership development.

HOW IT WORKS

The Leadership Gap Indicator (LGI) is a tool used to assess the views of employees in your organization about their leadership development needs. Respondents evaluate the relative importance of specific leadership capabilities for success and rate the level to which their peers display these capabilities. Gaps are exposed when these data reveal a deficit between the current and needed leadership capabilities.

The information in this report will address the following questions:

- Which leadership capabilities are important for success in your organization?
- What are the strengths and development opportunities?
- How aligned are the strengths with what is considered important?
- Where should your organization focus its leadership development efforts?
- What factors may be barriers to success?

All capabilities in the LGI Library are part of the Center for Creative Leadership's (CCL) typology of leader capabilities. These capabilities were identified through multiple research projects aimed at understanding effective leadership. They are characteristics of leaders, observable through behavior, and have a proven relationship to effective leadership performance.

The data in this report can be used to:

- Identify leadership strengths and development needs in your organization
- Understand the impact of these strengths and development needs on the organization
- Evaluate the importance of leadership capabilities within the organization
- Inform training and development plans

The survey takes approximately 20 minutes to complete. It includes questions about (1) leadership capabilities that are critical for effectiveness, (2) perceptions regarding the importance of those capabilities to organizational success, and (3) the prevalence of factors that may inhibit leadership capabilities.

Use the response options below to indicate the extent to which Peers at your level, in your organization, demonstrate the following leadership capabilities. Be as accurate as possible in your assessment of these leadership capabilities among your peers. If you believe you cannot answer, please choose Not Applicable (NA).

Peers at my level:

*1. Boundary spanning - Collaborate across formal and informal boundaries to drive results.

1 = To a very little extent	2	3	4 = To a moderate extent	5	6	7 = To a very great extent	Not Applicable (NA)
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CUSTOMIZING YOUR LGI

You may customize your Leadership Gap Indicator (LGI) by selecting up to 20 capabilities from the Leadership Capabilities Library.

Consider the following questions:

- Which capabilities are clear matches to the needs of your organization and existing resources (e.g., competency models, mission statements, values frameworks)?
- Are there capabilities that can be eliminated?
- Have you covered key capabilities that you feel might point to leaders' development needs?

Respondents are asked to indicate the extent to which peers at their level demonstrate each capability in their current roles. The percentages below reflect the responses as low, moderate, or high, based on a 7-point scale. Specifically, a rating of 6 or 7 is considered High Capability (Blue), 3, 4, or 5 is denoted as Moderate Capability (Gray), and ratings of 1 or 2 are considered Low Capability (Orange). Leadership capabilities are sorted in descending order based on the percentage.

STEPS FOR CREATING A CAPABILITY MODEL

Step 1: Articulate your organization's strategy.

Consider the following questions to help articulate the connection between strategy and leadership development:

- What are your organization's core purpose, goals, and objectives?
- What are your organization's present strengths and weaknesses? How might each change in five or more years?
- What are your organization's future strengths, weaknesses, opportunities, and threats?
- What is your organization's competitive advantage? What is your position in the marketplace?

Step 2: Identify the capabilities that map to your organization's strategy as well as any other relevant internal resources (e.g., competency models, mission statements, values frameworks).

Consider the following questions when identifying the core capabilities required for your organization:

- What capabilities are needed to fulfill your organization's core purpose, goals, and objectives?
- What capabilities must you have in place five years from now to be successful?
- Which capabilities are critical for your organization to remain successful?
- Which capabilities are critical for your organization to remain competitive?

Step 3: Review and select capabilities in the Leadership Capabilities Library.

Start by reviewing the Leadership Capabilities Library. Read the definitions closely and track your decisions.

Consider the following questions:

- Which capabilities are clear matches to your organization's strategy and relevant internal resources?
- Which capabilities can be eliminated?
- Have you covered key capabilities in your model that might point to leaders' developmental needs?

Step 4: Administer the survey to assess potential gaps between the current and desired states of leadership capability.

Assess your organization's current levels of leadership capability and need for additional development. Consider the following questions:

- Where are there leadership capability strengths?
- Where are there leadership capability gaps?
- Are the leadership gaps more pronounced in certain areas (e.g., leadership levels, lines of business, functions/departments, etc.)?



EMPATHETIC LEADERSHIP CERTIFICATE PROGRAM

STUDIES SHOW EMPATHY IS THE MOST IMPORTANT LEADERSHIP SKILL.

Cultivating empathy in business is a key predictor of growth, resilience, employee satisfaction and motivation. The often underestimated leadership quality creates the foundation of strong relationships and community that are necessary for a business to thrive. Being able to understand your customers and employees provides valuable insight into your organization and efficient problem solving.



HOW IS THE PROGRAM DELIVERED?

- **Post-Training Extension:** Engage in a 30-day self-paced review using "Empathetic Leadership" by Todd Simmons, a comprehensive 270-page guide.
- **Intensive Learning Modules:** Participate in ten structured modules either through a 1-3 day in-person bootcamp or via live, instructor-led virtual cohorts.
- **Active Learning Responsibilities:** Students are expected to undertake additional readings, complete exercises, and respond to reflection questions to deepen their understanding.
- **Practical Application:** The instruction will incorporate real-world examples of measurable changes that can be implemented within your organization.
- **Personalized Assessments:** Each participant will receive one of the following assessments to better understand their personal and professional dynamics: DISC, EQ 2.0, or BIG 5.

EMPATHY AS A LEADERSHIP SKILL

Empathy is increasingly recognized by psychologists, neuroscientists, and sociologists as a crucial skill that can be developed through consistent practice. It is linked directly to increased employee loyalty, engagement, and retention. Our program focuses on enhancing leadership skills to foster empathy, thereby strengthening teams and boosting employee satisfaction.

Key considerations the program will cover:

- Understanding how empathy enhances business outcomes.
- Recognizing others' emotions without being overwhelmed by them.
- Motivating team success and minimizing conflicts by understanding diverse personalities.
- Recognizing your own and your team's strengths and weaknesses.
- Asking the right questions for clearer insights and practicing attentive listening.
- Using patience strategically to optimize time and energy.
- Reflecting on how personal values influence professional decisions.
- Encouraging peak performance through motivational support.
- Enhancing understanding and decision-making efficiency through effective communication.

THE POWER OF EMPATHETIC ORGANIZATIONS

An empathetic leader aligns employee goals with the organization's vision, fostering healthy relationships that lead to strong teams, improved decision-making, and a positive work environment. Effective communication is crucial, especially in today's fast-paced, often remote work settings.

Key considerations the program will cover:

- Cultivating empathy towards employees and customers.
- Actively seeking and using team feedback.
- Developing supportive policies and programs.
- Fostering a sense of community at work.
- Using openness to build trust.
- Adapting to enhance productivity.
- Promoting problem-solving and innovation.
- Steps to embed empathy in leadership and culture.
- Improving interactions for competitive advantage.



BUILDING A COURAGEOUS CULTURE TRAINING PROGRAM

A COURAGEOUS CULTURE IS RESILIENT, INNOVATIVE, AND FUTURE ORIENTED.

The power of building and strengthening a courageous organizational culture is impactful at every level. Changing culture starts with leadership fostering courage in themselves and in others. Develop the skills and strategies to evaluate and build your organizational culture, harness effective communication, and inspire a shared vision to achieve ultimate growth.

WHO SHOULD ENROLL?

- This training program is specifically designed to accommodate both new and seasoned supervisors, managers, and executive leaders. Individuals that aspire to a leadership role may also participate.

HOW IS THE PROGRAM DELIVERED?

- Ten learning modules delivered through 1-3 in-person bootcamp or live instructor led virtual cohorts. Students are responsible for additional reading, exercises, and answering reflection questions. Instruction provides real world examples, strategies, and and action steps with measurable change that you can adapt to your organization.

WHAT WILL YOU LEARN TO DO?

- Develop psychological safety in your organization to improve employee retention, boost performance, and create a pipeline of innovative ideas.
- Build trust and implement effective communication throughout your organization.
- Engage and motivate employees in the post-COVID workplace in a culture of adaptability and resilience. Implement coaching programs that lend long-term success and strong business acumen.
- Demonstrate leadership strategies that encourage critical thinking and effective problem solving.
- Create an inclusive, diverse organizational culture that fosters belonging and loyalty.

BUILDING A COURAGEOUS CULTURE COMPETENCIES

PSYCHOLOGICAL SAFETY

- What is psychological safety in the workplace?
- Why psychological safety matters to business.
- Stages of Psychological Safety.
- How to create psychological safety in your work culture.
- Ideas and action steps for leadership and teams.

EMOTIONAL INTELLIGENCE

- What does it mean to be emotionally intelligent?
- How does emotional intelligence in leadership impact the workplace?
- Benefits of emotional intelligence to the leader.
- What does emotional intelligence look like in leadership?
- Skills and action steps that build emotional intelligence.

ACCOUNTABILITY

- Creating a shared vision in your organization.
- The importance of leadership demonstrating accountability.
- How to foster accountability in your organizational culture.
- Developing a framework of accountability.
- The consequences of lack of accountability at work.





BUILDING A COURAGEOUS CULTURE TRAINING PROGRAM CONTINUED

LEADERSHIP COMMUNICATION

- The importance of effective communication from leadership to organizational culture.
- Best practices for effective communication in building a courageous culture.
- How to maintain personal connection and interaction with remote workers.
- Building trust in the workplace and why it matters.
- Strategies for improving communication in your organization.

DIVERSITY, INCLUSION, ACCESSIBILITY AND BELONGING

- The business case for diversity, inclusion, and belonging in the workplace.
- What does a diverse and inclusive workplace look like?
- Benefits of an inclusive culture.
- How to foster inclusion, justice, and belonging in your organizational culture.
- Tips for leaders to help employees feel empowered and a sense of belonging.

CRITICAL THINKING IN A COURAGEOUS CULTURE

- What is critical thinking and how is it valuable to business?
- How to develop and improve your team's critical thinking skills.
- Promoting problem solving at every level of your organization.
- Effective problem solving strategies for leadership.
- How to develop a culture of curiosity and empowered decision making.

BUSINESS ACUMEN

- What is business acumen and why is it important to leaders?
- Key elements of business acumen and how they relate to organizational culture.
- Tips for leadership and the importance of knowing the "why".
- How to develop strong business acumen in your organization.
- Developing leadership skills in your employees.

DEVELOPING A COACHING CULTURE

- The benefits of a coaching culture in business and driving performance.
- Types of coaching and making the case of coaching to employees.
- How leadership can build a coaching culture in your organization.
- Promoting organizational learning and strategies for coaches.
- The long-term impact and big picture of a coaching culture.

LEADING AN ADAPTABLE WORKFORCE

- What does an adaptable workforce look like and why does it matter?
- Strategies for leading a multi-generational workforce.
- How leaders can navigate in the post COVID workplace.
- Creating your leadership pipeline for long-term success.
- Building a culture of adaptability and resilience.

UNDERSTANDING ORGANIZATIONAL CULTURE

- Types of organizational cultures.
- The importance of a strong organizational culture.
- Evaluating the culture of your organization.
- The role of leadership in maintaining continuity in organizational culture,
- Factors that shape culture in the workplace and action steps for managing culture changes.



PMP EXAM PREP TRAINING BOOTCAMP

The PMP Exam Prep Training Course is an intensive program aimed at providing project management professionals with the necessary knowledge and skills to pass the Project Management Professional (PMP) Certification exam. It is important to note that significant self-study is also necessary after the course to pass the PMP Certification exam.

This is a very detailed and comprehensive 4-day course of intense instruction. The pace is the pace required to deliver this much information in 35 hours of classroom instruction time, hence the comparison to the term “bootcamp.” This comprehensive course covers all aspects of the Project Management Body of Knowledge (PMBOK) Guide, including project initiation, planning, execution, monitoring, control, and closure.

Participants will engage in interactive sessions that combine theoretical knowledge with practical applications, including case studies, real-world scenarios, and group discussions. The course aims to deepen understanding of project management principles, methodologies, and best practices, emphasizing areas such as project integration, scope, schedule, cost, quality, resource, communication, risk, procurement, and stakeholder management.

The training is facilitated by experienced PMP-certified instructors who provide personalized guidance, tips, and strategies for exam success.

By the end of the course, participants will have gained a general understanding of the PMBOK Guide's processes and knowledge areas and possess a richer skill set to manage projects proficiently.

WHAT'S INCLUDED?

- +35 hours of live instructor-led training that meets PMI's 35 PDU requirement with a PMI-accepted Certificate of Completion
- Rita Mulcahy's All-New 11th Edition, PMP® Exam Prep Book
 - New interactive practice exam questions & full explanations
 - New case studies
 - New prep tools, exercises, games & online lessons
 - New tips to find & fill your knowledge gaps
- PM FASTrack® 3-Month Cloud - PMP® Exam Simulator
 - 2,200+ quality questions researched & written by certified-PMPs
 - Multiple-choice, multiple responses, matching, hot spot, and limited fill-in-the-blank question types
 - Unlimited 180-question, timed exam simulation
 - Reports show the student their strengths and weak spots so they know exactly where to focus their studies
 - Get results by test, question, domain, development approach, process group, and topic
 - Each question includes the correct answer & detailed explanation
- Includes PMI application assistance
- 30-day post-class study plan
- Parallel military-to-civilian examples
- Free 2-hour monthly review courses

WHO SHOULD ENROLL?

- Ideal for project managers seeking to advance their careers, this course not only prepares participants for the PMP exam but also enhances their project management competencies, enabling them to lead projects more effectively and contribute to their organization's success.
- Project managers seeking to gain credibility to successfully complete projects by highlighting their skills to:
 - Strategically organize a project from start to finish by setting and accomplishing goals
 - Oversee, manage, and motivate a team
 - Determine which approach (predictive, agile, or hybrid) is best for each project

HOW IS THE PROGRAM DELIVERED?

- Virtual or in-person
- 4 days of training
- 9 hours of training each day

HOW MUCH DOES THE PROGRAM COST?

- Virtual Training: \$1,800 per person
- In-person Training: \$2,050 per person
- PMI Exam Fee is Not Included
- Payment Options: Credit/Debit, Unit Funding, AF COOL, ARMY COOL
- *30% off for military, veterans, and their immediate family members PAYING OUT OF POCKET.

WHAT ARE THE REQUIREMENTS FOR HOSTING A PMP BOOTCAMP?

- Contact info@courageouslead.com for inquires
- 10 participant minimum - 20 maximum
- Determine how the bootcamp will be funded - company/unit expense as a whole, individuals will be required to pay out-of-pocket or utilize ARMY/AF COOL, and/or a combination of both.
- Company/unit expense
 - Once the number of participants is determined, an invoice will be generated.
- Out-of-pocket expense
 - Individuals will be sent an invoice. Payment must be received before the bootcamp start date to participate.
- ARMY/AF COOL
 - Individuals will be sent an invoice that will be used to be submitted with their funding request.
 - Individuals will receive very specific instructions on how to create an educational goal and funding request.
 - Educational goals and funding requests are time-sensitive.
 - AF COOL requests must be submitted NLT 30 days prior to the bootcamp start date (ARMY COOL requests NLT 45 days).
 - Payment must be received before the bootcamp start date to participate.

WHAT WILL YOU LEARN TO DO?

- Analyze and execute multiple aspects of the business project including the environment, compliance, specific project and company goals, team management and support, and processes of improvement.
- Determine and explain the urgency of each project based on the project methodology and the importance of delivering its business value
- Assess, organize, and coordinate a plan for the project including scope, schedule, cost, quality, risk, communications, stakeholders, and procurements based on methodology.
- How to lead high performing teams, virtual teams, training team members, empower team members, and engaging with the team for a mutual understanding of performance success.
- Learn how to address the team's performance by identifying issues, obstacles, blockers, and making changes as needed.
- Efficiently communicate with internal and external stakeholders.
- Learn how to successfully complete project goals and artifact management by evaluating the project governance.
- Learn when and how to apply agile methodologies and frameworks such as Scrum, Kanban, and Xtreme Programming (XP).
- Acknowledge and demonstrate basic agile principles and mindset on projects.
- Acknowledge and demonstrate servant leadership concepts.

PMP® CERTIFICATION PREREQUISITES

- High school diploma, associate's degree, or the global equivalent + 5 years project experience with 35 hours of project management education OR CAPM® certification - OR -
- 4-year degree + 3 years project experience with 35 hours of project management education OR CAPM® certification

PMP® CERTIFICATION EXAM DETAILS

- 180 multiple-choice questions.
- Four hours to complete the exam.

PMP® CERTIFICATION MAINTENANCE

- PMP® certification holders must earn 60 professional development units (PDUs) every three years.



CERTIFIED TECH & CYBERSECURITY TRAINING COURSES

Welcome to our cutting-edge tech and cyber certification courses! Whether you're looking to start a new career in technology, enhance your current skill set, or ensure your team stays ahead of the latest cybersecurity threats, our comprehensive course offerings are designed to meet your needs. From Microsoft Power BI Data Analyst Associate to Cisco Certified Network Associate (CCNA) certifications, our expert-led training provides all the tools necessary to thrive in today's fast-paced tech environment. Dive into our dynamic learning experiences that combine theoretical knowledge with practical, hands-on training to empower you or your organization with the competencies required to excel in the ever-evolving digital landscape. Explore our courses today and take the first step towards becoming a certified professional in the tech industry.

Our certification courses are structured as an intensive bootcamp designed for accelerated learning and immediate practical application. They are available in both in-person and virtual formats. Over the course of one week, participants will engage in five sessions, each lasting between 7 and 8 hours, summing up to approximately 40 instructional hours. The course concludes with a practical mock exam on the final day, ensuring participants can test their newly acquired skills and knowledge in a real-world scenario.

COMPTIA A+ 220-1101 HARDWARE / COMPTIA A+ 220-1102 SOFTWARE (DUEL COURSE)

The CompTIA A+ course is a comprehensive introduction to the essential IT skills and knowledge needed to support complex IT infrastructures. This course is split into two main parts, focusing separately on hardware and software aspects of information technology systems. The hardware section covers everything from assembling components to troubleshooting and maintaining devices. The software portion addresses operating systems, security fundamentals, software troubleshooting, and operational procedures.

Course Outcomes:

- Hardware Skills:
 - Assemble and configure computer hardware.
 - Troubleshoot and repair PCs and other hardware systems.
 - Understand networking and connectivity essentials.
 - Apply best practices for safety and operational procedures.

Includes: Two Exam Vouchers for Hardware and Software, Textbook, Terminology Thesaurus, Exam Prep Simulator

COMPTIA SECURITY+

CompTIA Security+ is a proficiency-level course aimed at individuals pursuing a career in IT security. This certification covers foundational principles for network security and risk management, making it an important stepping stone for cybersecurity careers. The course content includes topics such as threats and vulnerabilities, identity management, cryptography, and security technologies and tools.

Course Outcomes:

- Identify various types of cybersecurity threats and vulnerabilities and understand how to counter them.
- Implement secure network architectures and systems design.
- Apply access control and identity management principles to secure environments.
- Understand and apply policies, laws, and regulations related to IT security.
- Perform risk management and understand the importance of business continuity.

Includes: One Exam Voucher, Textbook, Terminology Thesaurus, Exam Prep Simulator

COMPTIA NETWORK+

The CompTIA Network+ certification course is designed for individuals seeking to build a career in IT infrastructure, focusing on networking concepts. This course provides essential knowledge and skills needed to design, configure, manage, and troubleshoot wired and wireless devices. The curriculum covers a broad range of networking topics, including network technologies, installation and configuration, media and topologies, management, and security.

Course Outcomes:

- Understand and describe the various networking concepts and implementations, including network architectures and topologies.
- Configure, manage, and maintain essential network devices.
- Utilize routers and switches to segment network traffic and create resilient networks.
- Identify benefits and drawbacks of existing network configurations.
- Implement network security, standards, and protocols.

Includes: One Exam Voucher, Textbook, Terminology Thesaurus, Exam Prep Simulator

COMPTIA CYBERSECURITY ANALYST (CYSA+)

The CompTIA Cybersecurity Analyst (CySA+) certification course is designed for IT professionals seeking to advance their careers in cybersecurity analytics. This course focuses on applying behavioral analytics to networks and devices to prevent, detect, and combat cybersecurity threats. The curriculum covers network defense and countermeasures, threat and vulnerability management, and incident response.

Course Outcomes:

- Apply behavioral analytics to improve the overall state of IT security through identifying and combating malware and advanced persistent threats (APTs).
- Utilize threat detection techniques, analyze and interpret data, identify vulnerabilities, and suggest preventative measures.
- Understand the application of frameworks and policies for cybersecurity resilience.
- Conduct and support cybersecurity incident response and recovery.
- Master the tools and technologies used for cybersecurity analysis and protection.

Includes: One Exam Voucher, Textbook, Terminology Thesaurus, Exam Prep Simulator

COMPTIA ADVANCED SECURITY PRACTITIONER (CASP+)

The CompTIA Advanced Security Practitioner (CASP+) course is tailored for advanced IT professionals who wish to remain immersed in hands-on enterprise security, risk management, and incident response. This certification goes beyond basic security principles, delving into the technical skills and knowledge required to conceptualize, design, and engineer secure solutions across complex enterprise environments. The curriculum emphasizes the critical thinking and judgment across a broad spectrum of security disciplines required to propose and implement solutions that map to enterprise drivers.

Course Outcomes:

- Demonstrate advanced competency in enterprise security architecture and operations.
- Apply critical thinking and judgment across a broad range of security disciplines.
- Design and implement security solutions that meet organizational needs while navigating complex business and technology requirements.
- Analyze risk impact and respond to security incidents with advanced techniques.
- Integrate cloud and virtualization technologies into a secure enterprise architecture.

Includes: One Exam Voucher, Textbook, Terminology Thesaurus, Exam Prep Simulator

MICROSOFT POWER BI DATA ANALYST ASSOCIATE

This course is designed for professionals looking to enhance their analytical capabilities using Microsoft Power BI. Participants will learn how to connect, transform, and visualize data through intensive hands-on practice. The course covers a comprehensive range of Power BI features, including data modeling, creating reports, and sharing insights. This training prepares participants for the Microsoft Power BI Data Analyst Associate certification, demonstrating their ability to deliver actionable insights by leveraging data.

Course Outcomes:

- Learn to connect to and import various data sources, transform raw data into compelling visualizations and reports.
- Utilize Power BI's advanced analytical capabilities to create complex models and calculations using DAX (Data Analysis Expressions).
- Gain the skills to publish and share Power BI reports and dashboards to foster a data-driven culture within your organization.
- Equip yourself with the knowledge and skills required to pass the Microsoft Power BI Data Analyst Associate certification exam.

Includes: One Exam Voucher, Textbook, Terminology Thesaurus, Exam Prep Simulator

CISCO CERTIFIED TECHNICIAN DATA CENTER (CCT DATA CENTER)

The Cisco Certified Technician Data Center (CCT Data Center) certification course is designed for technicians who support and maintain Cisco Unified Computing systems and server. It provides foundational knowledge on Cisco Data Center solutions, hardware, software, and the role of a data center technician. The course covers core areas such as the identification of Cisco Unified Computing equipment and related hardware, such as servers and network switches, as well as understanding basic Cisco UCS and NX-OS configurations.

Course Outcomes:

- Understand the components and assemblies of Cisco data center products, recognize series models, and distinguish between different types of Cisco equipment.
- Gain practical skills in configuring basic settings on Cisco UCS and Cisco NX-OS, including initial setup and simple configurations.
- Perform basic troubleshooting and maintenance on Cisco data center networks and servers, which includes hardware replacement, backup, and restore operations.
- Learn about the tools used for maintaining and troubleshooting Cisco data centers as well as best practices for documentation, change management, and compliance with safety and environmental standards.
- Equip with the necessary skills to manage everyday challenges in a data center environment, ensuring efficient resolution of technical issues and support.

Includes: One Exam Voucher, Textbook, Terminology Thesaurus, Exam Prep Simulator

CISCO CERTIFIED NETWORK ASSOCIATE (CCNA)

The Cisco Certified Network Associate (CCNA) course provides a broad range of foundational knowledge for all IT careers. Through a blend of hands-on labs and interactive lectures, participants will learn how to install, operate, configure, and verify basic IPv4 and IPv6 networks. The course covers configuring network components such as switches, routers, and wireless LAN controllers; managing network devices; and identifying basic security threats. The CCNA certification is widely respected in the industry as a first step for those entering the networking field.

Course Outcomes:

- Understand and apply basic networking concepts and operations, starting from forming simple LANs to handling complex IPv4 and IPv6 networks.
- Configure and manage Cisco switches and routers, ensuring proper connection and functionality within a network.
- Implement IP routing protocols and manage routing tables effectively to ensure reliable connectivity across networks.
- Configure and troubleshoot network devices and services for operations such as DHCP, NAT, ACLs, and QoS.
- Identify security threats and vulnerabilities and implement network security protocols to protect data and network infrastructure.
- Understand the basics of network automation and programmability in a network environment using Cisco's tools and technologies.

Includes: One Exam Voucher, Textbook, Terminology Thesaurus, Exam Prep Simulator



The **Professional Scrum Master™ I (PSM I)** certification validates your knowledge of the Scrum framework, the Scrum Master accountabilities, and how to apply Scrum. PSM I is recognized by the industry as a certification that demonstrates a fundamental level of Scrum mastery. As a PSM I certification holder, you have proven that you understand Scrum as described in the Scrum Guide and how to apply Scrum in Scrum Teams. PSM I holders have a consistent terminology and approach to Scrum.

PSM I includes questions from the following Focus Areas as defined in the [Professional Scrum Competencies](#).

- Understanding and Applying the Scrum Framework:
 - Empiricism, Scrum Values, Scrum Team, Events, Artifacts, Done
- Developing People and Teams:
 - Self-Managing Teams, Facilitation, Coaching and Mentoring
- Managing Products with Agility:
 - Forecasting & Release Planning, Product Value, Product Backlog Management, Stakeholders & Customers



The **Professional Scrum Master™ II (PSM II)** certification validates your ability as a Scrum Master to apply the Scrum framework, support Scrum Teams and solve complex problems in the real world. When attempting the PSM II, you should have advanced Scrum knowledge and in-depth Scrum Master experience.

PSM II includes questions from the following Focus Areas as defined in the Professional Scrum Competencies.

- Understanding and Applying the Scrum Framework:
 - Empiricism, Scrum Values, Scrum Team, Events, Artifacts, Done
- Developing People and Teams:
 - Self-Managing Teams, Facilitation, Leadership Styles, Coaching and Mentoring
- Managing Products with Agility:
 - Product Backlog Management, Stakeholders & Customers
- Developing and Delivering Products Professionally:
 - Managing Technical Risk
- Evolving the Agile Organization:
 - Organizational Design & Culture



The **Professional Scrum Master™ III (PSM III)** certification validates your deep understanding of how to apply Scrum, Scrum practices, and the Scrum Values. PSM III tests your ability as a Scrum Master in a variety of complex team and organizational situations. Earning the PSM III requires a very high level of Scrum knowledge and extensive experience as a Scrum Master.

PSM III questions ask you to know the content and understand the context of the Scrum Guide, then apply your own experience. While the Scrum Competencies are similar to those of the PSM I and PSM II, you will be required to move beyond simple knowledge. You will be asked to describe how you would respond to different scenarios while remaining true to Scrum.

PSM III draws broadly from the following Professional Scrum Competencies and Focus Areas;

- Understanding and Applying the Scrum Framework:
 - Empiricism, Scrum Values, Scrum Team, Events, Artifacts, Done
- Developing People and Teams:
 - Self-Managing Teams, Facilitation, Coaching, Mentoring, Teaching
- Managing Products with Agility:
 - Forecasting & Release Planning, Product Value, Stakeholders & Customers



SELF-PACED COURSES

CLA has partnered with MindEdge to offer a suite of accredited courses to our CLA network. We listen to learners...

WHO IS MINDEGE?

Founded in 1998 by Harvard and MIT educators, MindEdge offers top shelf online courses and certificates to help you re-skill, upskill, and stay enriched with lifelong learning.

WHAT WE DO?

Courageous Leadership Alliance partnered with MindEdge to offer courses, bundles, certificates, exam prep, and simulations to help you reach your personal and professional goals. We serve credential-holders and career growers alike by partnering with these credit-granting authorities. All of our accredited courses and certificate programs can be paired with any of our workshops, short courses or prep training bootcamps.

Please review our complete course list on our website at <https://courageouslead.com/our-programs/>

2473	Certificate in Data Analytics	Certificate	Data Analytics
1127	Data Analysis for Improving Organizational Performance Data Analysis in the Real World	Course	Data Analytics
1126	Data Analysis in the real world	Course	Data Analytics
1554	Introduction to Data Analysis	Course	Data Analytics
4404	Certificate in Emerging Technology for Managers	Certificate	Emerging Technologies
1484	A Manager's Guide to Artificial Intelligence	Course	Emerging Technologies
1568	A Manager's Guide to Blockchain	Course	Emerging Technologies
1486	A Manager's Guide to Robotics	Course	Emerging Technologies

0314	Leadership and Management for Entrepreneurs	Course	Entrepreneurship
1643	Selling Like a Pro	Course	Entrepreneurship
0313	Strategic Marketing for Entrepreneurs	Course	Entrepreneurship
1972	Assessing Diversity and Inclusion	Course	HR Management
1925	Building an Inclusive Organization	Course	HR Management
2010	Building and Supporting a Remote Workforce	Course	HR Management
18027	Certificate in Diversity and Inclusion in HR Management Certificate in HR Management	Certificate	HR Management
0005	Certificate in Human Resource Management	Certificate	HR Management
19708	Certificate in Managing the Hybrid Workforce	Certificate	HR Management
0336	Compensation & Benefits	Course	HR Management
1781	Cybersecurity for Human Resource Professionals	Course	HR Management
1233	Data and Human Resource Management	Course	HR Management
0339	Equal Employment Opportunity	Course	HR Management
2011	Fostering an Inclusive Culture	Course	HR Management
1981	Hiring and Retaining Diverse Talent	Course	HR Management
1604	Hiring, Managing and Developing Talent	Course	HR Management
8777	HR Ethics Certificate	Certificate	HR Management
1802	HR Ethics Series: Building an Ethical Organization	Course	HR Management
1725	HR Ethics Series: Capitalism, Inequality, and Justice	Course	HR Management
1760	HR Ethics Series: Common Ethical Challenges	Course	HR Management
1745	HR Ethics Series: Corporations and Corporate Social Responsibility	Course	HR Management
1702	HR Ethics Series: Defining Business Ethics	Course	HR Management
1710	HR Ethics Series: Ethical Decision Making	Course	HR Management
1801	HR Ethics Series: Globalization and Ethics	Course	HR Management
1787	HR Ethics Series: Issues in the Workplace	Course	HR Management
1779	HR Ethics Series: Leadership and Organizational Ethics	Course	HR Management
1723	HR Ethics Series: Theories of Ethics	Course	HR Management
1739	HR Hot Topic: Diversity and Inclusion in the workplace	Course	HR Management
1873	HR Hot Topic: Recruiting Multi-Generational Employees	Course	HR Management
1917	HR Tools for Engaging Top Performers	Course	HR Management
2068	HR Skills: Coaching	Course	HR Management
2070	HR Skills: Progressive Discipline	Course	HR Management
2069	HR Skills: Handling Difficult Conversations	Course	HR Management
2076	HR Skills: Leadership and HR	Course	HR Management
0003	Certificate in Entrepreneurship	Certificate	Entrepreneurship

2056	HR Skills: Communication and HR	Course	HR Management
2090	HR Skills: Conflict Resolution	Course	HR Management
2052	HR Skills: SMART Goals for Performance Evaluation	Course	HR Management
2096	HR Skills: Problem-Solving	Course	HR Management
1617	Becoming a Better Leader	Course	Leadership
1526	Body Language for Leaders	Course	Leadership
0007	Certificate in Leadership	Certificate	Leadership
21304	Certificate in Leadership (ACE Credit)	ACE Course	Leadership
0312	Introduction to Leadership	Course	Leadership
0037	Leaders and Work-Life Balance	Course	Leadership
1551	Leadership Assessment	Course	Leadership
0038	Leading and Managing Change	Course	Leadership
1916	Leading from a Distance	Course	Leadership
1935	Leading High-Performance Teams	Course	Leadership
0039	Leading Teams	Course	Leadership
1491	Emotional Intelligence for Managers	Course	Management
0170	How Can I Help You? Customer Service Best Practices	Course	Management
1959	PM Skills: Interpersonal Skills for Project Leaders	Course	Project Management
1964	PM Skills: Communication	Course	Project Management
1980	PM Skills: Conflict Management	Course	Project Management
1960	PM Skills: Negotiation	Course	Project Management
1936	PM Skills: Critical Thinking and Decision Making	Course	Project Management
1971	PM Skills: Leadership	Course	Project Management
1984	PM Skills: Team Development	Course	Project Management
1995	PM Skills: Interaction and Engagement	Course	Project Management
1986	PM Skills: Change Management	Course	Project Management
2015	PM Skills: Analysis and Problem Solving	Course	Project Management
2000	PM Skills: Embracing Risk and Uncertainty	Course	Project Management
2008	PM Skills: Tailoring and Adaptability	Course	Project Management
1996	PM Skills: Planning and Project Design	Course	Project Management
2025	PM Skills: Expanding Focus and Alignment	Course	Project Management
Suite ID	Lean Six Sigma Yellow Belt Prep Course and Exam Lean	Bundle	Six Sigma & Lean
1758	Six Sigma Yellow Belt Certification Exam	Course	Six Sigma & Lean
2976	Lean Six Sigma Green Belt Prep Course and Exam Lean	Bundle	Six Sigma & Lean
1138	Six Sigma Green Belt Certification Exam	Course	Six Sigma & Lean
0947	Six Sigma Basics	Course	Six Sigma & Lean

Suite ID	Six Sigma Yellow Belt Prep Course and Exam (Bundle Only) Six Sigma	Exam Prep	Six Sigma & Lean
0957	Yellow Belt Certification Exam	Course	Six Sigma & Lean
Suite ID	Six Sigma Green Belt Prep Course and Exam (Bundle Only) Six Sigma Green	Exam Prep	Six Sigma & Lean
0948	Belt Certification Exam	Course	Six Sigma & Lean
1144	Six Sigma Black Belt Exam Prep Course	Exam Prep	Six Sigma & Lean
0986	Six Sigma Black Belt Certification Exam	Course	Six Sigma & Lean
Suite ID	Certificate in Web Design	Certificate	Web Design
1676	CSS for Web Design	Course	Web Design
1671	Introduction to Web Design	Course	Web Design
1675	HTML for Web Design	Course	Web Design
1677	JavaScript for Web Design	Course	Web Design
1678	Responsive Web Design	Course	Web Design
Suite ID	Certificate in Leadership for Women in Business	Certificate	Women in Business
21305	Certificate in Leadership for Women in Business (ACE Credit)	ACE	Women in Business
1206	Logistics and Distribution Management	Course	Operations
1204	Operations Management	Course	Operations
1209	Procurement and Supply Management	Course	Operations
0987	Supply Chain Management Basics	Course	Operations
1205	Social Media Marketing	Course	Marketing
1429	Web Analytics	Course	Marketing
Suite ID	Certificate in Nonprofit Management	Certificate	Nonprofit Management
17147	Grant Writing Skills Suite	Bundle	Nonprofit Management
0043	How to Coach	Course	Management
1835	HR Fundamentals for Managers	Course	Management
1746	Introduction to Management	Course	Management
0044	Introduction to Negotiations	Course	Management
0320	Managing in a Modern Organization	Course	Management
0321	Managing People	Course	Management
1683	Managing Remote Employees	Course	Management
1511	Negotiations: Making Business Deals	Course	Management
1512	Negotiations: Resolving Disputes	Course	Management
1644	Optimizing Operations and Managing Crises	Course	Management
1529	The Effective Manager's Toolbox	Course	Management
0046	Time Management	Course	Management
0360	An Overview of Marketing	Course	Marketing
3243	Certificate in Digital Marketing	Certificate	Marketing



COURAGEOUS LEADERSHIP ALLIANCE INC.

CAPABILITIES STATEMENT

CORPORATE CONTACT

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Todd Simmons

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DIFFERENTIATORS

- EQ-i 2.0 + EQ 360 Certification Program
- 2RL Coach Level I - Two Roads Leadership
- Certified ICF Executive Coach
- Diversity, Equity and Inclusion in the Workplace Certificate
- Authorized Training Partner - Resilience-Building Leader Program (RBLP)
- Resilience-Building Leadership Professional Trainer (RBLP-T)

CORPORATE DATA

- **DUNS #:** 117362126
- **CAGE Code:** 8FYL6
- **UEI:** HM8BC9HK6E47
- **Primary NAICS Code:**
 - 541611 - Administrative Management and General
- **Management Consulting Services NAICS Codes:**
 - 541612 - Human Resources Consulting Services
 - 541613 - Marketing Consulting Services
 - 541618 - Other Management Consulting Services
 - 541690 - Other Scientific and Technical Consulting Services
 - 611430 - Professional and Management Development Training
 - 611699 - All Other Miscellaneous Schools and Instruction
 - 611710 - Educational Support Services
- **Product and Service Code (PSC):**
 - U001 - Education/Training- Lectures (Specialized Educational Services)
 - U014 - Education/Training- Security (Specialized Educational Services)

CORPORATE CAPABILITIES

Courageous Leadership Alliance, INC. (CLA) provides top-notch training programs for leadership development, organizational training, and business consulting services. As a Service-Disabled Veteran-Owned Small Business (SDVOSB), CLA offers distinct and customized consulting services that focus on developing leadership skills, promoting resilience, fostering innovation, implementing effective management strategies, shaping organizational culture, enhancing communication, building effective teams, improving emotional intelligence, promoting diversity and inclusion, and honing coaching abilities.

Their expertise in leadership development strategy, metric development, and leadership training has resulted in successful engagements with organizations such as NASA, Amazon, and the U.S. Air Force.

With CLA's expertise in leadership program management, management consulting, and organizational development, the team is well-equipped to provide comprehensive and tailored solutions to meet the needs of government contracts and support the project's objectives.