

## Using the Certificate in Organizational Leadership as Part of a Team Learning Experience

The course was designed as a solo study course, but there are some things that could be done as a group to move the thoughts and lessons forward for participants. Here are some ideas for each of the modules.

### Interactive Module 1: Emotional Intelligence

- Conduct a group or partnered DiSC debrief, sharing styles and some of the strengths of each style
- Create a team DiSC map
- Create Comparison Reports in pairs and identify ways they can improve their ability to work together

### Interactive Module 2: Team Behaviors

- Use the 5B triangle to assess behaviors with green/yellow/red dots
- Create a plan for how they can use this language with their teams
- Build a set of ground rules for the team

### Interactive Module 3: Operational Excellence

- List the 8 wastes that are present in their own processes
- Map a process they all use (ex. purchasing)
- Look for ways to remove the wastes that they have identified to improve the process

### Interactive Module 4: Leadership Practices

- Share in a group or pairs personal values/affinitizing to see where they overlap
- Quick vision presentation, maybe finding a photo on their phone and just sharing that
- Share enable/disabling behaviors
- Quick encouragement- -- share one strength each of your team members bring
- Share in a group how they each want to grow in their leadership and creating accountability teams to support each other in their goals