**Topic/Focus:** **LEADERSHIP**

**Learning Outcomes [***Suggestions***]:**

1. Listening and Communication

“Enhance your **LISTENING & COMMUNICATION** skills”

* *ACKNOWLEDGE, APPRECIATE and show EMPATHY*

1. Empowerment

**“EMPOWER** those you lead”

* *DEVELOP your team [training, creating opportunities]*
* *ELIMINATE STRESS from your day-to-day leadership and from your team*
* *Establish confidence in your DECISION-MAKING*

1. Relationship Building

“Build solid **RELATIONSHIPS”** [*trust, commitment, reliability*]

* *Incorporate SERVICE into your leadership*
* *ATTRACT followers [prove your worthiness to lead, establish desirability]*

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| **LEARNING OUTCOME** | **Foundation 1**  **SPIRITUAL & EMOTIONAL INTELLIGENCE**  **IMPACT** | **Foundation 2**  **HUMAN & GENERATIONAL INTELLIGENCE**  **IMPACT** | **Foundation 3**  **PRACTICAL INTELLIGENCE**  **IMPACT** |
| **Listening & Communication**  *Enhance your* ***LISTENING & COMMUNICATION*** *skills* | Nurtures your ability to Fearlessly Listen to others to facilitate effective communication  Nourishes the traditionally defined benchmarks of (EQ): empathy and relationship management | Enhances your ability to recognize and honor global human experiences  Helps you acknowledge the impact and importance of generational experiences and traumas | * Eliminate distractions * Make eye contact * Acknowledge and repeat |
| **Empowerment**  ***EMPOWER*** *those you lead* | Nurtures and harnesses your own spiritual power/essence to promote selflessness, allowing you to empower others  Nourishes the traditionally defined benchmarks of (EQ): self-regulation, empathy and relationship management | Strengthens your leadership effectiveness globally building confidence and trust through your acknowledgment of others  Rejuvenates and motivates others to combat and overcome generational traumas that may affect their performance | * Trust in potential, capabilities, and aptitude of your team * Provide meaningful and beneficial assignments, projects, and tasks * Provide necessary tools, resources, and support |
| **Empowerment**  ***DEVELOP*** *your team [training, creating opportunities]* | Creates an internal desire for you to see others develop and succeed through opportunities that you can create, promote or encourage  Nourishes the traditionally defined benchmarks of (EQ): self-regulation, empathy and relationship management | Enriches your ability to recognize potential and provide growth opportunities  Rejuvenates and motivates others to combat and overcome generational traumas that may affect their performance | * Identify training needs and opportunities (Analysis) * Provide necessary tools, resources, and support * Ensure transfer of knowledge before holding accountability (tests, assignments, surveys, follow-ups) |
| **Empowerment**  *Establish confidence in your* ***DECISION-MAKING*** | Helps you to clear internal chaos that could result in poor decision-making, confusion, or lack of clarity  Nourishes the traditionally defined benchmarks of (EQ): self-awareness, self-regulation, and relationship management | Reaffirms self-confidence and acknowledgement of position, power, and impact on others  Facilitates the transformation of generational experiences and traumas to restorable beliefs in one’s capabilities | * Review, research and consider potential outcomes/effects of your decisions prior to deciding * Attain buy-in and support from your superiors * Prepare to show evidence of the positive impact of your decisions (reports, data, performance improvement, productivity increase, etc.) |
| **Relationship Building**  Build solid **RELATIONSHIPS** [*trust, commitment, reliability*] | Reveals your internal biases, challenges and reluctancy in being readily available to help, assist, or trust others  Nourishes the traditionally defined benchmarks of (EQ): self-regulation, self- awareness, empathy and relationship management | Improves your ability to recognize and honor global human experiences building strong relationships through your commitment to others  Strengthens your leadership ability to form bonds through acknowledging the impact of generational rituals, traditions, formed ideas, traumas and triumphs of others | * Practice authenticity, genuineness, and truth in relationship forming (True Desire) * Engage in reciprocity of positive exchanges (time, support, commitment) * Maintain professionalism and open lines of communication to promote social-awareness (empathy) and self-awareness |
| **Relationship Building**  *Incorporate* ***SERVICE*** *into your leadership* | Prepares you to view others and their needs as a priority in which you can use your skills, position, or power to be of service  Nourishes the traditionally defined benchmarks of (EQ): self-regulation, self- awareness, empathy and relationship management | Helps you acknowledge and honor the global human benefit of service to others  Creates a conduit for growth, development, inspiration, validation, achievement and other aspects typically benefiting from one’s service to others | * Practice authenticity, genuineness, and truth in serving others (True Desire) * Incorporate time management to avoid excuses and challenges * Research to understand the underlying cause or purpose that your service will aid or benefit |
| **Listening & Communication**  ***ACKNOWLEDGE, APPRECIATE*** *and show* ***EMPATHY*** | Provides clarity within your own spiritual essence, allowing you to recognize the contributions, significance, and feelings of others  Nourishes the traditionally defined benchmarks of (EQ): self-regulation, self- awareness, empathy and relationship management | Enables you to recognize and honor global human experiences  Authenticates your acknowledgement of the impact and importance of generational experiences and traumas on others | * Acknowledge & Appreciate ideas, work, conversations, efforts and importance of others * Practice authenticity, genuineness, and truth in empathy (True Desire) * Ask others what they desire (desired outcomes) |
| **Relationship Building**  ***ATTRACT*** *followers [prove your worthiness to lead, establish desirability]* | Generates an essence from inside-out, that others find desirable and attractive, leading them to want to follow  Nourishes the traditionally defined benchmarks of (EQ): self-regulation, self- awareness, empathy and relationship management | Promotes self- awareness and incorporates Gravitas, reaffirming the global human desire of others to validate leadership worthiness  Builds authenticity in your ability to navigate others through the impact of generational traumas | * Research, review and understand the difference between leadership and management * Practice authenticity, genuineness, Gravitas, and truth in your leadership (True Desire) * Engage in self-regulation, self-awareness, Social-Awareness (empathy), and Relationship Management (Practice EQ and Incorporate FLL Leadership / Happiness 360 Foundations) |
| **Empowerment**  ***ELIMINATE STRESS*** *from your day-to-day leadership* | Helps you create calmness and clarity in your thoughts and subsequent actions to eliminate stress-related challenges  Nourishes the traditionally defined benchmarks of (EQ): self-regulation, self- awareness, empathy and relationship management | Fosters your acknowledgement of global human experiences related to the impact of stress on yourself and others  Alleviates stress caused by generational experiences | * Identify personal and professional stressors * Engage in Happiness 360 Leadership Foundations * Promote the mental, physical, emotional, and spiritual well-being of yourself and others through education, practical application and consistent re-evaluation. |

**REVISED FOUNDATION**

**Foundation I Includes Spiritual & Emotional Intelligence**

* **Emotional Intelligence:** Nourish the traditionally defined benchmarks of emotional intelligence (EQ), which include:
  + Empathy
  + Self-reflection
  + Self-awareness
  + Self-regulation

The **four** main sets of skills are self-awareness, self-management, social awareness, and relationship management. **Emotional** Self-Awareness, the ability to know yourself and understand your feelings.

**Five Dimensions of Emotional Intelligence**

Goleman (1998) posits that the five dimensions of emotional intelligence are self–awareness, self–regulation, motivation, empathy, and relationship management subsumed in his four major EI scales . (BARZII; SLASKI, 2003).

* **Self–awareness:** Self–awareness occurs when the individual knows what he is feeling in the moment, and using those preferences to guide decision-making, having a realistic assessment of his own abilities and a well-grounded sense of self-confidence.
* **Self-regulation:** This involves handling our emotions so that they facilitate rather than interfere with the task at hand; having conscientious and delaying gratification, to pursue goals; recovering well from emotional distress.
* **Motivation:** This dimension of emotional intelligence involves using available deepest preferences to move and guide the individual toward desired goals, to help in taking initiative and striving. To improve, and to persevere in the face of setbacks and frustration.
* **Empathy:** This is related to sensing what other people are feeling, being able to take their perspective, and cultivating rapport and attunement with a broad diversity of people.
* **Relationship management:** Relationship management manifests in handling emotions in relationships well and accurately reading social situations and networks, interacting smoothly; using these skills to persuade and lead, negotiate and settle disputes, for cooperation and teamwork. These dimensions of EI are critical for transformational leadership.
* **Spiritual Intelligence**: connecting to a Higher Power (whatever you identify this connection to *source* to be) in order to nurture your:
  + Mindful wellness
  + Heart-Centered wellness
  + Spiritual Wellness

**Foundation II Includes Human and Generational Intelligence:**

* **Human Intelligence** Leverage and honor the knowledge gained from the Global Human Experience in order to fuel our personal and professional lives through
  + Mental health
  + Emotional health
  + Physical health
* **Generational Intelligence** knowledge that is passed down through generations both tangibly and in our person such as:
  + Rituals,
  + Traditions,
  + Formed ideas,
  + Traumas and triumphs

**Foundation III Includes Practical Intelligence**

* **Practical Intelligence** proven concepts and blueprints for living and performance success
* **Practical Intelligence** proven concepts and blueprints for living and performance success

**ORIGINAL FOUNDATIONS**

**Foundation I** **Spiritual Intelligence**: Nurture your mind, heart, and spirit connecting to a Higher Power (whatever you identify this connection to *source* to be).

**Foundation II Emotional Intelligence:** Nourish the traditionally defined benchmarks of emotional intelligence (EQ), which include self-reflection, empathy, self-awareness, and self-regulation.

**Foundation III**:   **Human Intelligence** Recognize and honor the Global Human Experience including, strengthening mental, emotional, and physical health, to fuel our personal and professional l lives.

**Foundation IV**: **Generational Intelligence** Acknowledge and transmute the importance and impact of rituals, traditions, formed ideas, traumas and triumphs that have been handed down through lineages and movements such as #METOO, LGBTQAI+, REPARATIONS, The Glass Ceiling, and Identity & Intersectionality. Rediscover lost perspectives to better understand our own.