LEADERSHIP EFFECTIVENESS QUOTIENT (LEQ™) ACCELERATOR

Course Curriculum Overview

PROGRAM DESCRIPTION

The LEQ™ Accelerator is a comprehensive 13-month leadership development program designed to equip leaders with the foundational skills necessary to build highly effective, engaged teams. Grounded in actionable practices and real-world applications, the Accelerator emphasizes measurable growth, relationship-building, and leadership habits proven to drive team performance and organizational success.

This program is ideal for leaders at all levels—from front-line supervisors to senior executives—seeking to elevate their leadership impact while fostering team cohesion, clarity, and competence.

PROGRAM OBJECTIVES

Participants in the LEQ Accelerator will:

1. Develop core leadership habits that enhance personal and team effectiveness.
2. Master time management and task prioritization for improved productivity.
3. Build confidence in handling difficult conversations and leading impactful meetings.
4. Foster alignment and collaboration within teams through clear communication and goal setting.
5. Create actionable growth plans for themselves and their direct reports.
6. Track progress using measurable the LEQ™ Score to ensure sustained improvement.

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PROGRAM STRUCTURE

The LEQ Accelerator is organized into five structured phases, each targeting key leadership competencies and practical skills. Each phase builds upon the previous, creating a cumulative leadership toolkit designed for immediate application.

Phase 1: Mastering Time and Priorities

Objective: Establish foundational habits to manage time, prioritize tasks, and execute effectively.

- **Topics Covered**:
  - Utilizing digital calendars and task management tools.
  - Designing and implementing morning routines for focus and productivity.
  - Aligning daily actions with long-term goals.
- **Outcomes**: Participants will gain mastery over their schedules, reducing stress and increasing productivity.

Phase 2: Strengthening Communication and Relationships

Objective: Enhance interpersonal communication skills to build trust and alignment.

- **Topics Covered**:
  - Preparing for and navigating difficult conversations with confidence.
  - Cultivating a growth mindset through continuous learning.
  - Developing meaningful relationships with team members, peers, and supervisors.
- **Outcomes**: Leaders will confidently manage team dynamics and foster positive, high-trust environments.

Phase 3: Aligning Roles and Expectations

Objective: Clarify roles, responsibilities, and expectations to drive accountability/performance.

- **Topics Covered**:
  - Collaborating with supervisors to refine role expectations.
  - Establishing clear team success metrics and performance benchmarks.
  - Conducting regular feedback sessions and performance reviews.
- **Outcomes**: Teams will operate with shared clarity and purpose, enhancing alignment and results.

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Phase 4: Leading Effective Teams

Objective: Equip leaders with the tools to run high-impact meetings and align team efforts.

- **Topics Covered**:
  - Structuring and facilitating productive team meetings.
  - Communicating a clear vision of success to the team.
  - Identifying and overcoming team challenges collaboratively.
- **Outcomes**: Participants will lead meetings that inspire action, promote collaboration, and achieve results.

Phase 5: Coaching and Developing Talent

Objective: Build coaching and mentorship skills to develop team members effectively.

- **Topics Covered**:
  - Holding impactful one-on-ones with direct reports.
  - Creating personalized growth plans for individual team members.
  - Regularly assessing team progress and providing actionable feedback.

- **Outcomes**: Leaders will cultivate a culture of growth, helping team members reach their full potential.

CRITICAL ACTIVITIES AND TOOLS

The LEQ Accelerator focuses on 14 Critical Activities that drive leadership effectiveness:

- Time management with digital tools.
- Preparing for and facilitating effective meetings.
- Engaging in crucial conversations with clarity and care.
- Aligning team goals with organizational objectives.
- Supporting individual team member development through coaching.

Tools Provided:

- Digital calendar setup guides.
- Meeting agenda templates.
- Growth plan frameworks for team members.
- Leadership feedback checklists.

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ASSESSMENT AND MEASUREMENT

Progress is tracked using the LEQ Score, a quantitative measure of leadership effectiveness that evaluates participants' performance across critical activities. The program includes periodic check-ins, coaching sessions, and progress evaluations to ensure measurable growth and alignment with organizational goals.

PROGRAM BENEFITS

1. **Customized Coaching and Accountability**: Personalized support to help leaders integrate the critical activities into their daily routines.
2. **Actionable, Measurable Outcomes**: Clear metrics for tracking individual and team progress.
3. **Tailored Flexibility**: Adaptable to various industries and leadership levels.
4. **Sustainable Growth**: Equips leaders to continue applying and refining their skills beyond the program's duration.

IDEAL PARTICIPANTS

This program is designed for:

- Organizations experiencing rapid growth or workforce transitions.
- Business leaders seeking to build a pipeline of effective, culturally aligned leaders.
- Workforce development initiatives looking to elevate leadership capacity and team performance.

CONTACT INFORMATION

For more details or to discuss how the LEQ Accelerator can benefit your organization, contact:

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