

# THE COURAGEOUS LEADERSHIP PROGRAM

*Learn the tools and skills you need to bravely show up authentically human, become the best version of yourself, and maximize your positive impact.*

## Day 1: Leading Self

Since part of showing up as a leader is showing up as our best, fully authentic selves, our first day together focuses on supporting you in what you need to lead yourself and show up courageously.

### Module 1: The Future's So Bright [The World Needs Your Courageous Leadership]

- Understand the inherent characteristics of living and leading in a world where disruption is the new norm and what the future demands of us
- Define the two games of leadership and why we must develop a strong inner game first
- Identify your personal call to courage and what gets in your way

### Module 2: This is My Fight Song [Show Up; Don't Armor Up]

- Understand the importance of The Frame and paying attention to the lens we use to make sense of our experiences
- Leverage The Choice Line and recognize how different your experiences and outcomes are based on where you are in relation to "The Line"
- Identify your own process for "armoring up" and recognize when you're hooked by emotion

### Module 3: Shake it Off [Build Trust, Boundaries and Resilience]

- Identify the anatomy of trust through key trust behaviors and how to rebuild trust when it's been fractured
- Learn how to set and honor healthy boundaries and assume the best in others
- Explore how to build resilience and get back up when you fall and mess up

## Day 2: Leading / Influencing Others

Once we're equipped with the awareness, tools and skills to show up as our best, fully authentic selves, we can explore ways we can maximize our impact and call those around us to greatness.

### Module 4: Don't Stop Believin' [Shift Your Self-Limiting Mindset]

- Understand the pitfalls of operating from an inward mindset
- Identify and reframe limiting narratives and mindsets
- Set an improvement goal and, through the Immunity to Change mapping process, identify how and why you're standing in your own way and begin to chart a path forward.

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**100% of past participants  
said they're very likely to  
recommend this program  
to others!**

## **Day 2: Leading / Influencing Others, *continued***

### **Module 5: We Weren't Born to Follow [Maximize Your Impact]**

- Define an outward mindset and learn how to leverage it to maximize your impact and results
- Explore key listening tools to make listening your superpower and communicate effectively
- Learn how to give and receive feedback in a meaningful way

### **Module 6: This is Me [Embrace Your Superpowers]**

- Clarify your own WHY, HOW and WHAT
- Define your core values and identify key behaviors that show you're in and out of alignment with those values
- Create your leadership vision and learn how to lead more authentically

Note: if you've previously attended our *Build a Lighthouse* workshop, you can gift your WHY.os assessment to a friend. Many times revisiting the accompanying exercises a second time can be valuable to help you refine them.

*"Leadership is maximizing our positive impact on the world by becoming our best, fully authentic selves and supporting those around us to break past barriers and step into their greatness."*

— Rosie Ward & Jon Robison  
from *Rehumanizing the Workplace*



## Instructor Bio

Dr. Rosie Ward is an energetic, passionate, compassionate leader, consultant, coach, speaker, and author who focuses on transformation from the inside out. Her mission started over 20 years ago when she experienced firsthand the ill effects of working in a toxic work environment and found her wellbeing eroding. Since then, she has worked tirelessly to find a solution so this experience is no longer the norm. She is sought after to help rehumanize workplaces so that people are freed, fueled, and inspired to bring their best selves to work – and home – each day.

Rosie serves as CEO and co-founder of Salveo Partners, LLC, a consulting and professional development firm focused on equipping organizations to find success while putting people back at the forefront of their business. They focus on leveraging *The Fusion* (the inextricable interconnectedness of organizational and employee wellbeing) to help transform workplaces and support people in integrating their personal and professional lives. A fierce advocate for humanity, Rosie consults with organizations of all sizes and industries, coaches leaders to be more effective, develops a growing community of Paradigm Pioneers, is an advisory board member for the Minnesota State University, Mankato Women in Leadership Certificate Program, an executive board member for Chad Greenway's Lead the Way Foundation, and serves on the leadership team for the Twin Cities chapter of Conscious Capitalism.

Her first book, *How to Build a Thriving Culture at Work: Featuring the 7 Points of Transformation*, has served as a blueprint for hundreds of organizations to break past old, outdated paradigms and re-humanize their workplace. Rosie's latest book, *Rehumanizing the Workplace: Future-proofing your organization while restoring hope, wellbeing and performance* won a Readers Favorite award.

A lifelong learner, Rosie devotes herself to personal ongoing development and sharing her insights with others. In addition to having a Ph.D. and numerous certifications, Rosie was trained by Dr. Brené Brown as a Certified Dare to Lead™ Facilitator. She is often referred to as a "Ph.D. with a personality" and is known for challenging and inspiring people to think differently about what it takes to become the best version of themselves and for organizations to foster their growth and development. She has an incredible gift for taking complex ideas about culture, leadership, behavior change, and what it means to be human and synthesizing them in a way that makes them relevant, understandable, and meaningful for people.

Rosie is also the host of the podcast, *Show Up as a Leader* - which won the Best People-First Podcast Award from the People Forward Network. She currently lives in Minneapolis with her husband and son.



[drrosieward.com](mailto:drrosieward.com)



[rosie@salveopartners.com](mailto:rosie@salveopartners.com)



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