

## Authentic Leadership Course Syllabus

### Course Title

**Path to Greatness Training: Learning to Lead an Integrated Life**

### Course Provider

Authentic Leadership Foundation (ALF)

### Course Level

Foundational / Introductory

### Recommended Delivery Formats

- Modular delivery customized to client needs - facilitated sessions (traditional)
  - Module 1: Fundamental Training - Principled Decision-Making- Three 2 Hour Sessions**
  - Module 2: Enhanced Training - Building Character Strength -Five 2 Hour Sessions**
  - Module 3: Advanced Training - Clarifying Mission-Eight 2 Hour Sessions**
- Retreat, cohort-based, or executive formation format
- Hybrid (in-person + guided reflection/community support)
- Asynchronous, On-Demand with Remote Support Available

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### Course Description

**Path to Greatness Training** introduces participants to the core language, processes, and metrics of Authentic Leadership as taught by the Authentic Leadership Foundation. Based on the principle that each person is made in the image of God, we were all made to be great. Greatness is leading an integrated life (or whole life, which implies greatness). Learning to lead an integrated life is the path to greatness. It's using your whole self to do great things and draw greatness out of others.

The course equips participants to lead an integrated life by:

- 1) Making principled decisions rooted in **human dignity** and the **common good** to do the right thing.
- 2) Strengthening personal character through the **practice of virtue** for follow-through.
- 3) **Clarifying personal mission** for focus to guide authentic leadership actions across all vocations of life and flourish.

Participants engage with ALF's proven framework—including the **Dignity Chart**, **Virtue Scale**, and **Mission Mountain Climb**—to build self-knowledge, integrity, and measurable accountability for growth. The course emphasizes reflection, discussion, and practical application so the three-pronged framework becomes integrated and habitual rather than theoretical.

This course represents the foundational / introductory level within an enterprise's broader leadership formation pathway as well as supports follow up coaching and trainings on operational processes.

### **Course Objectives**

By the end of this course, participants will be able to:

#### **1. Understand and apply principled decision-making**

- Use the Dignity Chart to analyze decisions through the lenses of human dignity and the common good.
- Recognize how low- and high-quality decisions impact individuals, organizations, and communities.

#### **2. Develop character strength through virtue**

- Distinguish between temperament (biology) and character (habits/virtues).
- Identify and begin practicing a personal challenge virtue to strengthen leadership effectiveness.
- Recognize accurate vs. false virtue and the importance of foundational virtues.

#### **3. Clarify personal mission**

- Reflect on life experiences, gifts, and patterns to articulate a personal mission.
- Use mission clarity for focus, to guide decision-making, and leadership behavior across vocations.
- Understand how mission supports integrity and long-term flourishing.

#### **4. Adopt a shared leadership language**

- Use clear, consistent definitions for key leadership concepts such as dignity, common good, character, virtue, temperament, mission, vocation, integrity, greatness, and service.
- Apply this language to personal reflection and group discussion.

#### **5. Measure what matters that was previously unmeasurable and elusive**

- A visible, measurable, decision-making process that engages others
- Measure character strength training success like physical strength training using a virtue scale, calendar log, and a gap analysis

- Track the practice of the two virtues unique to leadership that have been around since the ancient Greeks – magnanimity (doing great things virtuously) & fraternal humility (drawing greatness out of others) in your day to day in every vocation

### **Course Structure: Modular Design**

The course is organized into **three core modules**. Modules may be delivered sequentially or adapted based on client context and time constraints.

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### **Module 1: Fundamental Training - Principled Decision-Making**

**Core Tool:** Dignity Chart

#### **Focus Areas**

- Human Dignity, Common Good, and Flourishing: foundational definitions
- The impact of decisions on flourishing vs. disengagement
- Understanding centralized vs. local decision-making
- Identifying obstacles to principled decisions (e.g., certainty)

#### **Key Learning Outcomes**

- Analyze real-life decisions using the Dignity Chart
- Identify the “optimum principled decision” that maximizes dignity and the common good
- Begin integrating principled thinking & analysis into daily leadership decisions.

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### **Module 2: Enhanced Training - Building Character Strength**

**Core Tools:** Virtue Scale/Calendar Log, Authentic Leadership Sheet/Self-Feedback Tool for Gap Analysis

#### **Focus Areas**

- The Four Temperaments and their leadership implications
- The distinction between temperament and character that define personality
- Virtues as success habits that build character and authority
- Identifying and practicing a personal challenge virtue
- Recognizing lack, accurate practice, and false practice of virtue
- Practicing PDM incorporating the greater practice of virtue

#### **Key Learning Outcomes**

- Identify personal temperament and associated strengths/limitations
- Select and begin practicing a challenge virtue

- Understand how virtue strengthens leadership across vocations
- Recognize how character development reduces interpersonal friction and improves collaboration.
- Physically interact with and operate the relationship between your temperament and character to achieve your best self.
- Incorporate knowledge of self and the practice of virtue to better PDM and human growth on your path to greatness

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### **Module 3: Advanced Training - Clarifying Mission**

**Core Tools:** Mission Mountain Climb, Service & Greatness Tracking Tool

#### **Focus Areas**

- Mission as the “why” behind leadership decisions and where you’re going
- Reflection on personal story, gifts, and patterns
  - Multiple reflection methods: illustration, journaling, visualization
- Mission as a living guide that evolves over time for focus
- Deep dive and practice of Real Life PDM through Mission

#### **Key Learning Outcomes**

- Articulate a clear, personal mission statement
- Understand how mission informs principled decision-making
- Connect mission to integrity, vocation, and leadership impact
- Commit to mission-driven leadership actions.

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#### **Teaching Methodology**

- Facilitated discussion and guided reflection
- Visual frameworks and structured worksheets
- Individual journaling and small-group sharing
- Practical exercises including individual presentations with real-life application
- Accountability through partners and community support

The course follows ALF’s standard **Training Session Agenda**, including introduction, presentation, guided practice, debrief, and synthesis.

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## **Assessment & Participation -After Each Module**

This course emphasizes **formation rather than formal grading**. Participant success is demonstrated through:

- Active engagement in exercises and discussion
- Completion of worksheets
- Willingness to incorporate the processes in your day to day and share your experiences
- Demonstrate command of the authentic leadership language, how the words work together and 'why' it matters

Optional accountability structures include informal accountability partners, formal 1v1 & group coaching, and participation in the Authentic Leadership online community.

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## **Textbooks & Reference Materials**

### **Required Materials**

- *Fundamental, Enhanced, and Advanced Training Workbooks*  
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### **Supporting Materials**

- *The Vocation of the Business Leader* by the Vatican Dicastery for Promoting Integral Human Development
- *From Temperament to Character* by Havard
- *Created for Greatness: The Power of Magnanimity* by Havard
- ALF Training Slides, Authentic Leadership Language, and Visual Framework
- PDM Dignity Chart, Virtue Scale, and Mission Mountain Climb Worksheets
- Authentic Leadership Sheet and Service & Greatness Tracking Tool for Increasing levels of accountability & growth
- Training Support Documents and Session Agendas

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## **Norms & Expectations**

Participants are expected to:

- Adequately Prepare before and reflect after each session
- Engage openly and respectfully in discussion
- Remain curious and open to growth
- Trust the process, even when clarity takes time
- Embrace productive struggle as part of growth
- Use shared language accurately and thoughtfully
- Keep confidential what is said by each participant within the group

These norms support collective wisdom, deeper self-knowledge, and authentic leadership development.