

HOW THE PROGRAM WORKS

WEEK 1
AUG. 31



VIRTUAL KICKOFF MONDAY

- Participants come together online to start the program.

WEEK OF
AUG. 31



INTRODUCTION TO ORGANIZATIONAL HEALTH AND THE FOUR DISCIPLINE MODEL

- Identify the benefits of organizational health.
- Explain the Four Discipline model.

WEEK 2
WEEK OF
SEP. 7



DISCIPLINE 1: BUILDING A COHESIVE LEADERSHIP PROGRAM

- Describe the importance of being vulnerable.
- Recognize individual and group members' strengths and weaknesses.
- Explain why openly engaging in constructive ideological conflict is important.
- Discuss why committing to a group decision is important for building a cohesive leadership team.
- Understand the importance of holding team members accountable for behaviors and actions.
- Identify team-based collective goals and results.

WEEK 3
SEP. 14



VIRTUAL CHECKPOINT

- Participants meet online to discuss what they have learned and ask questions.

WEEK OF
SEP. 14



DISCIPLINE 2: CREATE CLARITY

- Explain how leaders can arrive at an organization's core purpose.
- Discuss the importance of making business decisions based on clearly articulated core values.
- Develop a business definition for an organization.
- Identify an organization's strategic anchors.
- Describe how to determine an organization's thematic goal and defining objectives to create alignment and focus.
- Recognize the importance of clearly outlining each leader's responsibility.

WEEK 4
WEEK OF
SEP. 21



DISCIPLINE 3: OVERCOMMUNICATE CLARITY

- Recognize the communication techniques leaders in healthy organizations employ.
- Identify pitfalls to clear communication in organizations.

WEEK 5
WEEK OF
SEP. 28



DISCIPLINE 4: REINFORCE CLARITY

- Recognize that Discipline 4 is about learning how to incorporate an organization's clarity and culture into each human performance system.
- Identify ways that human performance systems are designed to support an organization's clarity.

WEEK 6
OCT. 5



VIRTUAL CHECKPOINT

- Participants meet online to discuss what they have learned and ask questions.

WEEK OF
OCT. 5



MEETINGS ARE CENTRAL TO THE HEALTH OF AN ORGANIZATION

- Describe the four different meeting types.
- Learn techniques for conducting those meetings.

WEEK 7
WEEK OF
OCT. 12



SEIZE THE ADVANTAGE

- Describe the role a leader must play to build a healthy organization.
- Determine how the four disciplines interact together to create organizational health.

WEEK 8
WEEK OF
OCT. 19



WORKSHOP AND COLLABORATION

- Recognize individual and group members' strengths and weaknesses.
- Identify the answers to the six clarity questions in a fictional organization.
- Devise a plan outlining the key ways a leadership team can communicate the six aspects of clarity to all employees.
- Determine the purpose of a meeting and the best format for that meeting.
- Reflect on organizational health and how you can implement the four disciplines in your organization.



DEBRIEF

- Participate in a reflection exercise to provide insights and feedback to continue shaping the program.