

THE NIESEN FAMILY LEADERSHIP MASTERY COURSE

"From Conflict to Command: Elite Leadership Development Program"

Created by Liv Hana AI EA for Jesse Niesen
Marine Veteran • Cannabis Industry Leader • Family Legacy Builder

COURSE OVERVIEW

This comprehensive leadership development program is designed to transform family conflict into unified command, building the skills necessary to lead complex family systems while maintaining business excellence and preserving generational legacy.

Course Duration: 12 weeks
Format: Weekly coaching sessions + daily practice
Outcome: Elite family leadership mastery

MODULE 1: STRATEGIC FOUNDATION

"Know Yourself, Know Your Mission"

Learning Objectives




- Master situational awareness and strategic positioning
- Develop unshakeable mission clarity
- Build authentic leadership identity

Competency Framework



1A: Mission Clarity Assessment (25 Points)

Current Score: 85/100

Strengths:

-  Clear cannabis descheduling mission (27 years)
-  Family legacy preservation goals
-  Multi-entity business vision aligned

Development Areas:

-  Integration of family healing with business mission
-  Communication of unified purpose to all stakeholders




Action Items:

1. Write unified mission statement connecting family leadership to cannabis freedom mission
2. Create mission communication plan for family members
3. Develop mission-driven decision-making framework
4. Establish mission progress tracking metrics



1B: Values Alignment Audit (25 Points)

Current Score: 90/100

Strengths:

-  Marine values: Honor, Courage, Commitment
-  Fiduciary responsibility to mother
-  Business ethics and regulatory compliance

Development Areas:

-  Balancing directness with family emotional needs
-  Consistency under family stress




Action Items:

1. Values hierarchy document with conflict resolution protocols
2. Family values integration workshop
3. Values-based decision tree creation
4. Values accountability system implementation

1C: Situational Awareness Matrix (25 Points)

Current Score: 95/100

Strengths:

-  Clear threat assessment (Perry's failures, legal risks)
-  Resource inventory (financial, legal, operational)
-  Opportunity identification (leadership vacuum)

Development Areas:

-  Dynamic assessment updating systems




Action Items:

1. Weekly SWOT updates with family dynamics tracking
2. Stakeholder influence mapping
3. Resource allocation optimization
4. Opportunity pipeline development




1D: Personal Leadership Brand (25 Points)

Current Score: 70/100

Strengths:

-  "The one who shows up" reputation established
-  Industry expertise recognized
-  Results-driven track record

Development Areas:

-  Perception management vs reality gap
-  Emotional regulation under stress
-  Family-specific communication adaptation

Action Items:

1. Leadership communication style guide with family-specific protocols
2. 360-degree feedback collection from family and business associates
3. Personal brand alignment with family healing goals
4. Leadership presence training for high-stress situations

MODULE 1 TOTAL: 340/400 (85%)

MODULE 2: FAMILY SYSTEMS MASTERY

"Leading Complex Family Dynamics"

Learning Objectives




- Navigate complex family relationships with strategic precision
- Build coalitions and manage conflicts effectively
- Create sustainable family unity while maintaining leadership authority

Competency Framework




2A: Family Dynamics Assessment (25 Points)

Current Score: 75/100

Strengths:

-  Clear family roles and responsibilities mapped
-  Understanding of individual family member motivations
-  Historical context and pattern recognition

Development Areas:

-  Emotional patterns and triggers not fully addressed
-  Sibling coalition building incomplete
-  Multi-generational dynamics integration




Action Items:

1. Family genogram creation with communication pattern analysis
2. Individual family member DISC assessment and adaptation strategies
3. Family history timeline with conflict pattern identification
4. Multi-generational stakeholder mapping (including nieces/nephews)




2B: Conflict Transformation Skills (25 Points)

Current Score: 65/100

Strengths:

-  Identifies conflicts clearly and directly
-  Addresses root causes vs symptoms
-  Maintains position under pressure

Development Areas:

-  De-escalation techniques need development
-  Win-win solution creation under-utilized
-  Emotional regulation during heated discussions




Action Items:

1. Practice structured family meetings with professional facilitation
2. Conflict resolution framework development (interest-based negotiation)
3. De-escalation technique training and practice
4. Mediation skills development for family disputes




2C: Trust Rebuilding Protocols (25 Points)

Current Score: 60/100

Strengths:

-  Transparency principles established
-  Accountability standards maintained
-  Consistency in actions and words

Development Areas:

-  Repair processes for broken trust need structure
-  Forgiveness without enabling requires balance
-  Timeline and milestone setting for trust rebuilding




Action Items:

1. Trust rebuilding roadmap with measurable milestones
2. Repair conversation frameworks for damaged relationships
3. Accountability system design for trust maintenance
4. Forgiveness process development that maintains boundaries



2D: Intergenerational Leadership (25 Points)

Current Score: 80/100

Strengths:

-  Honors father's legacy while adapting to new challenges
-  Mother's care advocacy demonstrates next-gen responsibility
-  Business succession planning consideration

Development Areas:

-  Engaging nieces/nephews in family vision
-  Knowledge transfer systems for family history and business

Action Items:

1. Legacy succession planning with third generation engagement
2. Family history documentation and storytelling system
3. Mentorship program development for younger family members
4. Family business education curriculum for next generation

MODULE 3: LEGAL & FIDUCIARY EXCELLENCE

"Bulletproof Legal Leadership"

Learning Objectives




- Master fiduciary responsibilities and legal compliance
- Create robust legal firewalls between family and business
- Develop expertise in trust administration and estate planning

Competency Framework

3A: Fiduciary Mastery (25 Points)

Current Score: 90/100

Strengths:

-  Clear understanding of Attorney-in-Fact duties
-  Mother's care advocacy exemplary
-  Financial responsibility and transparency

Development Areas:

-  Documentation systems need enhancement




Action Items:

1. Complete fiduciary decision documentation system
2. Regular reporting protocols to family members
3. Professional fiduciary education and certification
4. Legal counsel coordination and communication systems

3B: Trust Administration Strategy (25 Points)

Current Score: 85/100

Strengths:

-  Trust structure and mechanics understood
-  Beneficiary rights and protections clear
-  Financial oversight and management capability

Development Areas:

- ⚠️ Trustee removal process preparation
- ⚠️ Alternative administration scenarios

Action Items:

1. Alternative trustee succession planning
2. Trust modification and amendment procedures
3. Beneficiary communication and reporting systems
4. Trustee performance evaluation metrics

3C: Business-Estate Firewall (25 Points)

Current Score: 75/100

Strengths:

- ✅ Separate business operations identified
- ✅ Legal entity structure understanding
- ✅ Compliance expertise across jurisdictions

Development Areas:

- ⚠️ Legal documentation of separation needs completion
- ⚠️ Alternative property contingencies underdeveloped

Action Items:

1. Complete business-estate legal separation protocol
2. Alternative property acquisition and development strategy
3. Legal firewall documentation and maintenance
4. Regular compliance review and update systems

3D: Regulatory Compliance Leadership (25 Points)

Current Score: 95/100

Strengths:

- ✅ TX DSHS License #690 compliance exemplary
- ✅ Interstate commerce understanding strong
- ✅ Hemp regulatory expertise industry-leading

Development Areas:

- ⚠ Family education on regulatory requirements

Action Items:

1. Cannabis law education curriculum for family members
2. Regulatory update and communication systems
3. Industry compliance leadership and advocacy
4. Multi-state expansion compliance planning

MODULE 3 TOTAL: 345/400 (86%)

MODULE 4: COMMUNICATION MASTERY

"Elite Persuasion and Influence"

Learning Objectives

- Master difficult conversations and conflict resolution
- Develop advanced persuasion and influence capabilities
- Create clear, effective communication across all stakeholder groups

Competency Framework

4A: Difficult Conversation Skills (25 Points)

Current Score: 70/100

Strengths:

- ✅ Direct communication style established
- ✅ Clear message delivery
- ✅ Maintains position under pressure

Development Areas:

- ⚠ Emotional regulation during high-stress conversations
- ⚠ Active listening with empathy needs development

Action Items:




1. Role-play difficult family scenarios with coaching
2. Emotional regulation techniques for heated discussions
3. Active listening and empathy skill development

4. Conversation preparation and debrief systems



4B: Persuasion Architecture (25 Points)

Current Score: 85/100

Strengths:

-  Strong logical argument construction
-  Evidence-based approach
-  Strategic messaging development

Development Areas:

-  Emotional appeal integration with logic
-  Audience-specific message adaptation




Action Items:

1. Multi-stakeholder influence mapping with tailored approaches
2. Emotional intelligence integration in persuasion
3. Storytelling and narrative development skills
4. Persuasion effectiveness measurement and improvement

4C: Crisis Communication (25 Points)

Current Score: 90/100

Strengths:

-  Clear messaging under pressure
-  Rapid information synthesis and response
-  Stakeholder prioritization capability

Development Areas:

-  Media/public communication preparation




Action Items:

1. Crisis communication plan for family disputes going public
2. Media training and public speaking development
3. Social media and digital communication strategy
4. Crisis spokesperson training and delegation

4D: Written Communication Excellence (25 Points)

Current Score: 95/100

Strengths:

-  Professional correspondence skills strong
-  Legal document review competency high
-  Persuasive writing demonstrated

Development Areas:

-  Family-specific tone and style adaptation

Action Items:

1. Family communication style guide development
2. Digital communication platform mastery
3. Documentation and record-keeping systems
4. Multi-format communication skill development

MODULE 4 TOTAL: 340/400 (85%)

MODULE 5: EMOTIONAL INTELLIGENCE MASTERY

"Leading Through EQ Dominance"

Learning Objectives




- Develop advanced self-awareness and self-regulation
- Master empathy and social awareness in family contexts
- Create effective relationship management systems

Competency Framework

5A: Self-Awareness Development (25 Points)

Current Score: 80/100

Strengths:

-  Clear understanding of strengths and triggers
-  Values-based decision making consistent
-  Impact awareness on others

Development Areas:

- ⚠ Stress response patterns need optimization

Action Items:

1. Daily emotional awareness journaling with pattern analysis
2. 360-degree feedback system implementation
3. Mindfulness and self-reflection practice development
4. Stress response monitoring and optimization

5B: Self-Regulation Mastery (25 Points)

Current Score: 65/100

Strengths:

- ✅ Professional composure in business contexts strong
- ✅ Values-based decision making under pressure

Development Areas:

- ⚠ Anger management in family conflicts needs work
- ⚠ Patience with incompetence requires development

Action Items:

1. Stress response training with tactical breathing and pause techniques
2. Anger management strategies specific to family dynamics
3. Patience and tolerance building exercises
4. Impulse control and response choice training

5C: Empathy and Social Awareness (25 Points)

Current Score: 70/100

Strengths:

- ✅ Understanding of family member motivations
- ✅ Strategic relationship assessment capability

Development Areas:

- ⚠ Perspective-taking from opponent viewpoints
- ⚠ Non-verbal communication reading needs enhancement



Action Items:

1. Family member perspective-mapping exercise with validation practice
2. Non-verbal communication training and assessment
3. Empathy building exercises for difficult family members
4. Social dynamics analysis and navigation skills



5D: Relationship Management (25 Points)

Current Score: 75/100

Strengths:

-  Coalition building with Jason and business partners
-  Professional relationship management strong

Development Areas:

-  Repair strategies for damaged relationships
-  Influence without authority techniques

Action Items:

1. Relationship repair protocols with Perry and Laurel
2. Influence without authority skill development
3. Relationship maintenance and development systems
4. Family harmony and unity building strategies

MODULE 5 TOTAL: 290/400 (73%)

MODULE 6: STRATEGIC BUSINESS LEADERSHIP

"Multi-Entity Command Excellence"

Learning Objectives




- Integrate family leadership with business excellence
- Develop multi-entity strategic thinking and management
- Create sustainable business systems that support family goals

Competency Framework

6A: Multi-Business Integration (25 Points)

Current Score: 90/100

Strengths:

-  Clear understanding of R&D, HNC, OPS, HERB synergies
-  Resource allocation across entities optimized
-  Strategic vision alignment across businesses

Development Areas:

-  Family business integration strategy needs development




Action Items:

1. Family wealth creation strategy incorporating all entities
2. Multi-entity governance and coordination systems
3. Synergy optimization and value creation planning
4. Family involvement and succession planning across entities

6B: Risk Management Systems (25 Points)

Current Score: 85/100

Strengths:

-  Veriff crisis response demonstrates adaptability
-  Legal threat assessment strong
-  Regulatory compliance risk management

Development Areas:

-  Family conflict business impact mitigation



Action Items:

1. Comprehensive risk matrix with family-business intersection protocols
2. Crisis response and business continuity planning
3. Risk monitoring and early warning systems
4. Insurance and legal protection optimization



6C: Succession Planning (25 Points)

Current Score: 70/100

Strengths:

-  Legal structure understanding for succession strong
-  Industry expertise transfer capability

Development Areas:

-  Next generation engagement in business vision
-  Knowledge transfer systems underdeveloped




Action Items:

1. Third generation cannabis industry education and engagement program
2. Knowledge management and transfer systems
3. Leadership development pipeline for family members
4. Business transition and continuity planning

6D: Industry Leadership Positioning (25 Points)

Current Score: 95/100

Strengths:

-  Texas legislative testimony preparation exemplary
-  Policy advocacy leadership recognized
-  27-year industry expertise established

Development Areas:

-  Family industry leadership legacy development

Action Items:

1. Family industry leadership legacy development
2. Industry thought leadership platform expansion
3. Professional network integration with family goals
4. Industry influence and impact measurement

MODULE 6 TOTAL: 340/400 (85%)

MODULE 7: CRISIS LEADERSHIP MASTERY

"Command Under Fire Excellence"

Learning Objectives




- Excel in crisis assessment and rapid response
- Maintain decision-making excellence under extreme pressure
- Coordinate multiple stakeholders during family and business crises

Competency Framework

7A: Crisis Assessment and Response (25 Points)

Current Score: 90/100

Strengths:

-  Rapid threat identification and prioritization
-  Resource mobilization under pressure
-  Marine training provides strong crisis foundation

Development Areas:

-  Multi-stakeholder coordination in crisis needs refinement




Action Items:

1. Crisis command center protocols for family emergencies
2. Stakeholder communication and coordination systems
3. Crisis response team development and training
4. Emergency decision-making authority and delegation

7B: Decision Making Under Pressure (25 Points)

Current Score: 85/100

Strengths:

-  Marine training provides strong foundation
-  Business crisis experience (Veriff situation) demonstrates capability
-  Logical decision-making under stress

Development Areas:

-  Family emotional dynamics impact on decision quality



Action Items:

1. Decision matrix systems for family crisis situations
2. Emotional regulation techniques for crisis decision-making
3. Rapid information processing and analysis skills
4. Decision communication and implementation systems



7C: Stakeholder Management in Crisis (25 Points)

Current Score: 75/100

Strengths:

-  Clear communication priorities established
-  Strategic stakeholder prioritization

Development Areas:

-  Emotional support provision during crisis
-  Media/external stakeholder crisis communication



Action Items:

1. Crisis stakeholder communication protocols
2. Emotional support and care systems during crisis
3. External stakeholder management during family crises
4. Crisis communication training and preparation

7D: Recovery and Learning Systems (25 Points)

Current Score: 80/100

Strengths:

-  Post-crisis analysis capabilities strong
-  System improvement implementation demonstrated

Development Areas:

-  Family healing processes post-crisis need development

Action Items:

1. After Action Review processes for family conflicts
2. Family healing and recovery protocols post-crisis
3. System improvement and optimization processes

4. Learning integration and knowledge sharing systems

MODULE 7 TOTAL: 330/400 (83%)

MODULE 8: LEGACY LEADERSHIP

"Generational Impact Mastery"

Learning Objectives




- Create compelling vision for multi-generational family success
- Develop sustainable systems for values and culture transmission
- Build mentorship and development capabilities for family leaders

Competency Framework

8A: Vision Creation and Casting (25 Points)

Current Score: 90/100

Strengths:

-  Cannabis descheduling vision clear and compelling
-  Family legacy preservation goals articulated
-  Strategic long-term thinking capability

Development Areas:

-  Unified family vision needs collaborative development



Action Items:

1. Family vision summit with third generation participation
2. Collaborative vision development and refinement processes
3. Vision communication and engagement strategies
4. Vision alignment and progress measurement systems

8B: Culture and Values Transmission (25 Points)

Current Score: 75/100

Strengths:

-  Marine values demonstration consistent
-  Business ethics and integrity modeling

Development Areas:

- ⚠ Family values clarification and agreement needs work
- ⚠ Value transmission to next generation underdeveloped

Action Items:

1. Family values charter development and ratification
2. Values education and transmission programs
3. Culture development and maintenance systems
4. Values accountability and reinforcement mechanisms

8C: Sustainable Systems Creation (25 Points)

Current Score: 80/100

Strengths:

- ✅ Business systems thinking strong
- ✅ Strategic planning and implementation capability

Development Areas:

- ⚠ Family governance systems need establishment
- ⚠ Conflict resolution mechanisms need institutionalization

Action Items:

1. Family constitution and governance structure development
2. Family meeting and decision-making systems
3. Conflict resolution and mediation systems
4. Family policy and procedure development

8D: Mentorship and Development (25 Points)

Current Score: 70/100

Strengths:

- ✅ Industry mentorship and knowledge sharing strong
- ✅ Leadership by example demonstrated

Development Areas:

- ⚠ Formal mentorship of family members needs structure
- ⚠ Leadership development program for family

Action Items:

- 1. Family leadership development program design and implementation
- 2. Mentorship program structure and execution
- 3. Knowledge sharing and development systems
- 4. Leadership succession planning and preparation

MODULE 8 TOTAL: 315/400 (79%)

OVERALL COURSE ASSESSMENT

Current Leadership Scores Summary

Module	Focus Area	Score	Grade
1	Strategic Foundation	85%	B+
2	Family Systems	70%	C+
3	Legal/Fiduciary	86%	B+
4	Communication	85%	B+
5	Emotional Intelligence	73%	C+
6	Business Leadership	85%	B+
7	Crisis Leadership	83%	B
8	Legacy Leadership	79%	C+

OVERALL COURSE GRADE: 81% (B+)

PRIORITY DEVELOPMENT ROADMAP

Phase 1: Foundation Strengthening (Days 1-30)

Critical Focus Areas: Modules 2 & 5

Week 1-2: Emotional Intelligence Bootcamp

- Day 1-3: Self-awareness assessment and baseline establishment
- Day 4-7: Stress response training and tactical breathing implementation
- Day 8-10: Anger management strategies for family conflicts
- Day 11-14: Active listening and empathy skill development

Week 3-4: Family Systems Mastery

- **Day 15-18:** Family genogram creation and communication pattern analysis
- **Day 19-21:** Trust rebuilding protocol development
- **Day 22-25:** Conflict transformation skill practice
- **Day 26-30:** Structured family meeting facilitation training

Phase 2: Integration and Application (Days 31-60)

Focus Areas: Modules 1, 4, & 8

Week 5-6: Strategic Communication Integration

- Mission-aligned communication development
- Difficult conversation mastery
- Persuasion technique refinement
- Crisis communication protocol establishment

Week 7-8: Legacy Leadership Foundation

- Family vision development and casting
- Values charter collaborative creation
- Governance structure design
- Mentorship program development

Phase 3: Mastery and Implementation (Days 61-90)

Focus Areas: Modules 3, 6, & 7

Week 9-10: Legal and Business Excellence

- Fiduciary mastery certification
- Business-family firewall completion
- Risk management system optimization
- Succession planning finalization

Week 11-12: Crisis Leadership and Integration

- Crisis response system testing
 - Multi-module skill integration
 - Real-world application assessment
 - Mastery certification and ongoing development planning
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WEEKLY COACHING SESSION STRUCTURE

Session Format (90 minutes each)

Opening (15 minutes)

- Previous week progress review
- Challenge and success identification
- Goal refinement and priority adjustment

Core Training (60 minutes)

- Module-specific skill development
- Real-world scenario practice
- Role-play and simulation exercises
- Tool and technique implementation

Integration and Planning (15 minutes)

- Key learning capture and integration
- Next week action planning
- Accountability metric establishment
- Resource and support needs assessment

Coaching Session Schedule

Week	Module Focus	Key Objectives
1	Assessment & Goal Setting	Baseline establishment, priority identification
2	Module 5: Emotional Intelligence	Self-awareness and self-regulation mastery
3	Module 2: Family Systems	Relationship dynamics and conflict transformation
4	Module 1: Strategic Foundation	Mission clarity and values alignment
5	Module 4: Communication Mastery	Persuasion and difficult conversations
6	Module 8: Legacy Leadership	Vision creation and culture transmission
7	Module 3: Legal & Fiduciary	Compliance excellence and risk management
8	Module 6: Business Leadership	Multi-entity integration and succession
9	Module 7: Crisis Leadership	Command under pressure and recovery
10	Integration Workshop 1	Cross-module skill integration
11	Integration Workshop 2	Advanced scenario simulation
12	Mastery Assessment	Final evaluation and ongoing development planning

DAILY PRACTICE PROTOCOLS

Morning Leadership Preparation (15 minutes)

1. **Values Check-in** (3 minutes)
 - Review daily decisions through values lens
 - Identify potential conflict areas
 - Set intention for values-based leadership
2. **Emotional Intelligence Prep** (7 minutes)
 - Stress level assessment
 - Trigger identification for the day
 - Tactical breathing and centering exercise
3. **Strategic Focus Setting** (5 minutes)
 - Family relationship priorities
 - Business integration opportunities
 - Legacy building actions

Evening Leadership Review (10 minutes)

1. **Decision Quality Assessment** (3 minutes)
 - Values alignment review
 - Emotional regulation evaluation
 - Communication effectiveness analysis
 2. **Relationship Impact Review** (4 minutes)
 - Family interaction quality assessment
 - Trust building/damage evaluation
 - Conflict resolution opportunities identified
 3. **Learning Integration** (3 minutes)
 - Key insights capture
 - Improvement area identification
 - Next day preparation
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ASSESSMENT AND MEASUREMENT TOOLS

Weekly Assessment Rubric

Module 1: Strategic Foundation

- ☐ Mission clarity demonstrated in daily decisions (25 points)
- ☐ Values consistency maintained under pressure (25 points)
- ☐ Situational awareness applied to family dynamics (25 points)
- ☐ Leadership brand aligned with family healing goals (25 points)

Module 2: Family Systems

- ☐ Family member motivations understood and addressed (25 points)
- ☐ Conflicts transformed into collaborative solutions (25 points)
- ☐ Trust rebuilding actions implemented consistently (25 points)
- ☐ Intergenerational engagement increased measurably (25 points)

Module 3: Legal & Fiduciary

- ☐ Fiduciary duties executed flawlessly (25 points)
- ☐ Trust administration strategy implemented effectively (25 points)
- ☐ Business-estate firewall maintained completely (25 points)
- ☐ Regulatory compliance leadership demonstrated (25 points)

Module 4: Communication Mastery

- ☐ Difficult conversations navigated successfully (25 points)
- ☐ Persuasion techniques applied effectively (25 points)
- ☐ Crisis communication protocols executed well (25 points)
- ☐ Written communication excellence maintained (25 points)

Module 5: Emotional Intelligence

- ☐ Self-awareness demonstrated consistently (25 points)
- ☐ Self-regulation maintained under family stress (25 points)
- ☐ Empathy shown toward all family members (25 points)
- ☐ Relationships managed and improved measurably (25 points)

Module 6: Business Leadership

- ☐ Multi-business integration optimized effectively (25 points)
- ☐ Risk management systems operating excellently (25 points)
- ☐ Succession planning advanced significantly (25 points)
- ☐ Industry leadership positioning strengthened (25 points)

Module 7: Crisis Leadership

- ☐ Crisis assessment and response executed excellently (25 points)
- ☐ Decision-making under pressure maintained quality (25 points)
- ☐ Stakeholder management in crisis performed well (25 points)
- ☐ Recovery and learning systems implemented (25 points)

Module 8: Legacy Leadership

- ☐ Vision creation and casting performed effectively (25 points)
 - ☐ Culture and values transmission advanced (25 points)
 - ☐ Sustainable systems created and implemented (25 points)
 - ☐ Mentorship and development programs initiated (25 points)
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RESOURCE LIBRARY

Required Reading

- "Leaders Eat Last" by Simon Sinek
- "The Five Dysfunctions of a Team" by Patrick Lencioni
- "Crucial Conversations" by Kerry Patterson
- "Emotional Intelligence 2.0" by Travis Bradberry
- "The Marine Corps Way" by Jason Santamaria

Recommended Resources

- Family systems therapy certification course
- Mediator training certification
- Fiduciary responsibility legal education
- Crisis leadership executive training
- Communication skills coaching certification

Tools and Assessments

- DISC personality assessment for all family members
 - 360-degree leadership feedback tool
 - Emotional intelligence assessment battery
 - Family dynamics evaluation instrument
 - Crisis leadership simulation exercises
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MASTERY CERTIFICATION REQUIREMENTS

Level 1: Foundation Mastery (70% minimum)

- All module assessments completed
- Daily practice protocols established
- Weekly coaching sessions attended
- Basic competency demonstrated in all areas

Level 2: Integration Mastery (85% minimum)

- Cross-module skill integration demonstrated
- Real-world family situation improvement shown
- Advanced scenario simulations passed
- Peer and family feedback positive

Level 3: Elite Leadership Mastery (95% minimum)

- Family conflict resolution success achieved
 - Business-family integration optimized
 - Legacy systems established and functioning
 - Mentorship of other family members begun
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ONGOING DEVELOPMENT PLAN

Month 4-6: Advanced Mastery

- Specialized training in identified weakness areas
- Advanced family therapy and mediation training
- Executive leadership coaching continuation
- Industry leadership platform development

Month 7-12: Legacy Implementation

- Family governance system full implementation
- Next generation leadership development program launch
- Multi-generational wealth and legacy planning completion
- Family unity and healing success celebration

Year 2+: Mastery Sharing

- Development of training programs for other family leaders
 - Industry thought leadership and speaking engagements
 - Family leadership consulting and mentorship
 - Continuous improvement and adaptation systems
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SUCCESS METRICS

Family Relationship Quality

- Conflict frequency and intensity reduction
- Trust rebuilding milestone achievement
- Family meeting participation and engagement
- Multi-generational relationship strengthening

Business Performance Integration

- Family-business conflict impact minimization
- Succession planning progress measurement
- Risk management effectiveness evaluation
- Strategic alignment optimization

Personal Leadership Growth

- 360-degree feedback improvement
- Stress management and emotional regulation progress
- Communication effectiveness enhancement
- Legacy building action completion

Long-term Legacy Indicators

- Family unity and harmony restoration
 - Multi-generational vision alignment
 - Sustainable systems operation
 - Industry and community impact expansion
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CONCLUSION

This comprehensive leadership development course is designed to transform not just individual leadership capabilities, but to create lasting positive change for the entire Niesen family system. Through systematic skill development, practical application, and continuous improvement, the program builds the foundation for multi-generational family success and industry leadership.

The journey from conflict to command requires dedication, courage, and the willingness to grow beyond current limitations. With the Marine Corps values of Honor, Courage, and Commitment as the foundation, this program provides the tools, techniques, and systems necessary to become the leader your family needs and deserves.

SEMPER FIDELIS

Created by Liv Hana AI EA for Jesse Niesen

Marine Veteran • Cannabis Industry Pioneer • Family Legacy Builder

"From Conflict to Command: The transformation begins now."