## 0. Introduction

### 1. Welcome to leadership foundations

## 1. Key Principles of Leadership

### 1. Leading yourself

### 2. Demonstrating emotional intelligence

### 3. Building a diverse team and maximizing performance

### 4. Leadership styles

### Chapter Quiz

Question 1 of 8

When building a diverse team, what strategy should you apply?

Hire for the culture you want, not the culture you have.

Incorrect

Get to know each person individually and recognize that everyone has different needs, different expectations, and require varying levels of support.

Incorrect

all of these answers

Correct

Foster trust and confidence.

Incorrect

Question 2 of 8

Emotional intelligence is the ability to recognize, regulate, and convey your own emotions without considering how it affects the other person's emotions.

FALSE

Correct

You must consider the other person's emotional state as well as your own.

TRUE

Incorrect

Question 3 of 8

Companies with more diversity on their leadership teams, executive teams, and on their board of directors report what benefits

being more innovative, profitable, and seeing higher returns on their investments.

Correct

You may need to add training or an additional team member.

by obtaining physical resources

Incorrect

You should let a fully defined team be involved in this task.

by assigning roles

Incorrect

This approach is premature, until the team and the job are completely defined.

by setting goals and defining success

Incorrect

This approach is necessary, but it is a task encountered for each project rather than as a team improvement exercise.

Question 4 of 8

What is true when it comes to increasing your team's effectiveness?

It is more important to focus on technology resources for your team, rather than coaching and development.

Incorrect

Avoiding recognizing past mistakes will ensure that your team stays positive and focused on the future.

Incorrect

Allowing team members to be part of the process and feel included will encourage them to feel more vested in the work.

Correct

Creating team goals on your own without input is the best course of action for ensuring overall team success.

Incorrect

Question 5 of 8

Alice has been a part of the team for a long time, but she still needs a little help with understanding purpose. Which leadership style would most benefit Alice?

Supporting

Correct

Supporting provides occasional feedback.

Coaching

Incorrect

Coaching would be too interventional for Alice.

Directing

Incorrect

Directing would be overwhelmingly oppressive for Alice.

Delegating

Incorrect

Alice is not quite ready for delegating.

Question 6 of 8

In what stage of the situational leadership style does the leader tell the person what they have to do, how to do it, and why it needs to be done?

Directing

Correct

Supporting

Incorrect

Delegating

Incorrect

Coaching

Incorrect

Question 7 of 8

What is meant by vision?

a view of the interconnectedness of all affairs

Incorrect

Vision is actually broader than this.

how you see what others think about you

Incorrect

This is a paranoid view, and not necessarily helpful.

a view of how the future should look

Correct

Vision is your view of the future and your role in it.

how you see your legacy

Incorrect

Your vision does not necessarily have to apply only after your retirement.

Question 8 of 8

Effectively leading yourself starts with which three components?

vision, values, and visibility

Incorrect

purpose, relationships, and confidence

Incorrect

power, passion, and position

Incorrect

purpose, vision, and values

Correct

## 2. Core Leadership Competencies

### 1. Strategic thinking

### 2. Establishing trust

### 3. Communicating with impact and influence

### 4. Building relationships

### 5. Developing business acumen

### 6. Influencing others

### 7. Demonstrating empathy

### Chapter Quiz

## 3. Navigating Leadership Complexity

### 1. Leading change through agility and resilience

### 2. Managing conflict

### 3. Having uncomfortable conversations

### 4. Cultivating inclusion, equity, and belonging

### Chapter Quiz

## 4. Real-World Leadership Lessons

### 1. Introducing Richard Davis and Steve Miranda

### 2. Part 1 - Leadership lessons from Dr. Shirley and Richard Davis

### 3. Part 2 - Leadership lessons from Dr. Shirley and Steve Miranda

### 4. Summary of learnings

## 5. Conclusion

### 1. Action planning and next steps to becoming a leader