

# Caliper University Course Overview

## Recognizing the Role of the Leader

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### Learning Objectives

1. Understand and apply your personality strengths to your leadership role
  2. Adapt your leadership style based on personal and team awareness
  3. Take steps to build organizational alignment through communication
  4. Identify tools to help drive change within your team and organization
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### Course Outline

#### Evolution of Leadership Behaviors

Content: Understanding leadership, leadership vs. management, and an overview of the evolution of leadership behaviors

Activities: A small-group discussion of leadership qualities and a large-group discussion connecting Caliper Profile behaviors to leadership behaviors

#### Leadership is an “Inside-Out” Job – Know Yourself

Content: An overview of the “Leadership is an ‘Inside-Out’ Job” model

Activities: A group discussion linking the model to great leadership

#### A-B-C-Ds of Leadership Growth

Content: Introduction of A (Act Authentically) - B (Build Teams) - C (Communicate for Alignment) - D (Drive Change) and action items for each section of the leadership model

Activities: Small and large-group discussions of each step and application of action items

#### Personality: Leadership Strength and Challenge

Content: Understanding individual personality strengths and potential areas for growth and development, followed by reflection and next steps

Activities: Partnered peer coaching as well as individual reflection on next steps

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### Take Home Resources

Individual Results | Caliper Profile Insight Report  
Handout | Copy of Workshop Presentation  
Handout | Course Summary Handout  
Handout | Evolution of Leadership Behaviors