

# The Truth of Leading Others

A unique learning  
experience that will  
change how you lead

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# The Truth of Leading Others

The Truth of Leading Others is a learning experience that invites leaders at any level to discover the most effective leadership habits that drive high performance and employee engagement throughout your organization.

The program is designed to create a deep shift in leadership thinking by teaching the skills most associated with employee empowerment, performance improvement, and accountability. It is a multi-week course consisting of:

- Three, 4-hour live sessions (in-person or virtual options).
- Six on-the-job experiments with personalized feedback.
- Three hours of private, individual coaching for participants.

## PROGRAM MODULES (4 hours per module)

- **Stepping Back:** This module challenges participants to tame their need to control and learn to create an environment where employees can perform at their best.
- **Quality Conversations:** This module examines the essential leadership behaviors that create quality conversations in any situation - from tough accountability conversations to change impact conversations. This module includes a tutorial for using AI as a personal guide to help prepare for important conversations.
- **Coaching Performance:** This module teaches leaders the game-changing techniques and mindsets of successful professional coaches, modified for the realities of the role of a leader.

## EXPERIMENTS (2 per module)

Experiments are a unique element of our course design. We chose the word experiment because it perfectly captures the underlying purpose of the activity - uncertainty, curiosity, and discovery. We expect learners to approach each experiment with a mindset of "this could be awkward" or "this might not work." After all, if there is no possibility for awkwardness or failure, then there's no possibility for growth.

In true experiment fashion, we ask learners to document their experiment "results." This is where the learning really happens - in their reflection on their own performance. Learners submit these reflections to the course facilitator. Although there is no clear right or wrong answer, the facilitator will provide feedback and challenge the learner with ideas and insights to deepen the formation of effective leadership habits during individual coaching sessions.