Course Information

1) **Course Name:** The Authentic Leadership Experience   - Inspire, Coach and Lead.

2) **Instructor Name:** Ashley Epstein

3) **Course Aims, What the Program Seeks to Achieve:**

● Develop leaders capable of building and sustaining high-performing teams.

● Equip participants with coaching and mentoring skills that inspire lasting growth.

● Empower leaders to confidently navigate organizational culture and lead through change.

● Strengthen emotional intelligence, communication, and strategic thinking.

● Create a shared leadership language across the organization to elevate performance and trust.

4) **Learning Outcomes , What Participants Will Be Able to Do:**

● Clearly define and apply the principles of high-performing teams.

● Use practical coaching tools to develop, empower, and retain top talent.

● Lead with influence, not authority, by mastering trust-based leadership.

● Navigate cultural dynamics and lead teams through change and uncertainty with confidence.

● Deliver more focused communication, feedback, and strategic alignment.

● Build a positive leadership identity that balances empathy with execution.

● Walk away with actionable strategies to improve team morale, performance, and cohesion.

5) **Course Topics & Breakdown:**

Module 1: Building a High-Performance Team

Facilitator: Ashley Epstein

Duration: 2 Hours

Topics Covered:

● What defines a high-performing team?
● Trust, accountability, and alignment in action
● The 5 Levels of Team Commitment
● Interactive exercises
● Case scenario simulation: "The Underperforming Unit"

Module 2: Coaching & Mentoring for Leaders

Facilitator: Ashley Epstein

Duration: 2 Hours

Topics Covered:

● Coaching vs Mentoring: Knowing the difference
● The 4 Coaching Styles and When to Use Them
● The GROW Model in action
● Live roleplays: Real coaching conversations
● Leadership listening & powerful questioning techniques

Module 3: Culture & Change Management

Facilitator: Ashley Epstein

Duration: 2 Hours

Topics Covered:

● Diagnosing culture: What leaders need to notice

● Culture mapping exercise

● Leading through resistance and uncertainty

● The SBI Framework for giving and receiving feedback.

● Strategic Change Case Study: Turning friction into flow