

## **20-Module Lesson Plan for "The 360-Degree Leadership Framework"**

**Course Goal:** Empower learners with a comprehensive understanding of leadership through the 360-degree framework, offering proven strategies, case studies, and models to effectively lead upward, downward, and across organizational hierarchies.

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### **Module 1: Introduction to 360-Degree Leadership**

- Understanding the concept of 360-degree leadership.
  - The importance of leading in all directions: upward, downward, and laterally.
  - Case Study: The success story of Satya Nadella (Microsoft).
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### **Module 2: Self-Leadership**

- The foundation of all leadership: leading oneself.
  - Building self-awareness through tools like Johari Window and Emotional Intelligence (EI) models.
  - Activity: Personal SWOT analysis.
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### **Module 3: Visionary Thinking**

- How leaders develop and communicate a compelling vision.
  - Framework: V2MOM (Vision, Values, Methods, Obstacles, and Measures by Salesforce).
  - Case Study: Elon Musk's vision for Tesla and SpaceX.
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### **Module 4: Leading Upwards - Managing Your Manager**

- Strategies for influencing those above you in the hierarchy.
  - Tactic: The Power of Managing Expectations.
  - Case Study: How Sheryl Sandberg navigated leadership at Facebook.
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### **Module 5: Leading Peers - Collaborating Across Teams**

- Developing influence and trust among peers.

- Framework: The Five Dysfunctions of a Team by Patrick Lencioni.
  - Activity: Peer leadership role-play.
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### **Module 6: Leading Downwards - Engaging Your Team**

- Building trust, inspiring motivation, and driving performance.
  - Model: Situational Leadership by Hersey and Blanchard.
  - Case Study: Howard Schultz's leadership at Starbucks.
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### **Module 7: Emotional Intelligence in Leadership**

- Understanding the five pillars of Emotional Intelligence (EI).
  - Strategies to build empathy, self-regulation, and social skills.
  - Real-life examples of leaders leveraging EI.
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### **Module 8: Decision-Making Frameworks for Leaders**

- Tools for structured decision-making: OODA Loop and DECIDE Model.
  - How to make data-informed and ethical decisions.
  - Case Study: Jeff Bezos' decision-making principles at Amazon.
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### **Module 9: Conflict Resolution and Negotiation Skills**

- Addressing team conflicts and difficult conversations.
  - Framework: The Thomas-Kilmann Conflict Mode Instrument (TKI).
  - Case Study: Conflict resolution strategies at Zappos.
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### **Module 10: Communication Mastery for Leaders**

- The role of active listening and feedback in leadership.
  - Model: Transactional Analysis in communication.
  - Activity: Delivering and receiving constructive feedback.
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### **Module 11: Cultural Intelligence in Leadership**

- Adapting leadership styles to diverse cultural settings.
  - Framework: CQ Model (Drive, Knowledge, Strategy, Action).
  - Case Study: Indra Nooyi's culturally adaptive leadership at PepsiCo.
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### **Module 12: Driving Innovation as a Leader**

- Creating an innovation-driven culture within teams.
  - Framework: Design Thinking for leadership innovation.
  - Case Study: Google's "20% Time" innovation strategy.
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### **Module 13: Change Management for Leaders**

- Leading teams through transitions and uncertainty.
  - Framework: Kotter's 8-Step Change Model.
  - Case Study: IBM's organizational transformation under Lou Gerstner.
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### **Module 14: Building Resilient Teams**

- The importance of resilience in leadership and team dynamics.
  - Strategies for overcoming setbacks and staying agile.
  - Case Study: How Netflix rebuilt its team after the DVD-to-streaming pivot.
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### **Module 15: Ethical Leadership**

- Balancing profits with purpose.
  - Framework: The Triple Bottom Line (People, Planet, Profit).
  - Case Study: Patagonia's ethical business model.
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### **Module 16: Strategic Thinking and Leadership**

- Aligning team efforts with organizational goals.
- Tool: McKinsey's 7-S Framework for strategic alignment.

- Activity: Creating a strategy roadmap for a hypothetical business.
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### **Module 17: Coaching and Mentorship in Leadership**

- Developing talent through coaching and mentoring.
  - Framework: GROW Model (Goal, Reality, Options, Will).
  - Case Study: Bill Campbell's mentorship of Silicon Valley leaders.
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### **Module 18: Measuring Leadership Success**

- Identifying KPIs and metrics for leadership effectiveness.
  - Framework: OKRs (Objectives and Key Results).
  - Activity: Designing leadership success metrics for your role.
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### **Module 19: Creating a Leadership Legacy**

- Sustaining impact and building a personal brand as a leader.
  - Case Study: Nelson Mandela's legacy of servant leadership.
  - Activity: Writing your personal leadership manifesto.
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### **Module 20: Action Plan for 360-Degree Leadership**

- Consolidating learnings and building a personal action plan.
  - Strategy: Reflect, Learn, and Execute.
  - Final Activity: Create a detailed 90-day leadership improvement plan.
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### **Features of the Lesson Plan**

- **Proven Strategies:** Real-world, actionable strategies applicable to corporate scenarios.
- **Case Studies:** Insights from industry leaders like Google, Tesla, and Patagonia.
- **Frameworks & Models:** Kotter's Change Model, Emotional Intelligence, and Situational Leadership.
- **Interactive Activities:** Personal SWOT analysis, peer role-plays, and strategy building.

Would you like this expanded into a full course description?