



Leadership in Action: Strengthening Influence, Mentorship, and EQ for Mission Success

A Dynamic Five-Day Program for Leaders Navigating Change, Complexity, and Collaboration

Overview

Today's leaders must do more than direct work—they must **lead people, develop talent, and build trust** in demanding, fast-changing environments. This 5-day workshop integrates three essential pillars—**Leadership, Mentorship, and Emotional Intelligence (EQ)**—into a single, practical learning experience. Participants learn to adapt their leadership approach to the situation, mentor and coach employees for stronger performance and growth, and apply emotional intelligence to communicate effectively, manage stress responses, and strengthen relationships across the organization.

What Participants Will Learn: 3 Key Pillars

Pillar 1: Adaptive Leadership

Participants examine how modern leadership requires flexibility, foresight, and emotional discipline in an environment defined by uncertainty, technological disruption, and mission complexity. Through applied exercises and case scenarios, they learn how to adapt their leadership style to changing priorities, evolving policies, and diverse workforce needs. This pillar builds capacity to think strategically while acting decisively—balancing accountability, empowerment, and innovation within the framework of government and defense culture.

Pillar 2: Mentorship and Workforce Development

Participants gain hands-on mentoring and coaching techniques designed to strengthen team performance, engagement, and professional growth in a hybrid and multigenerational workplace. They explore how to recognize and leverage individual strengths, provide developmental feedback that motivates, and foster cultures of inclusion and continuous learning. Using real-world examples from the DoD and federal service, participants develop adaptable mentoring plans that align with mission objectives and workforce transformation goals.

Pillar 3: Emotional Intelligence and Human Dynamics

Participants deepen their understanding of emotional intelligence (EQ) as a cornerstone of effective federal leadership. They assess their own EQ profile and practice strategies to manage stress, build trust, and navigate interpersonal and organizational challenges. Through interactive simulations, participants apply EQ tools to improve collaboration, communication, and resilience across diverse teams and high-stakes environments. Each participant creates a personal action plan to sustain growth and lead with empathy, composure, and purpose in times of change.



Key Outcomes

By the end of this workshop, participants will be able to:

- **Adapt leadership style** to meet situational demands, organizational complexity, and team capability in dynamic mission environments.
- **Communicate with clarity and influence** by applying emotionally intelligent strategies that foster trust, transparency, and engagement across diverse teams.
- **Coach for immediate performance improvement and mentor for sustained professional growth**, aligning development with mission and organizational objectives.
- **Navigate conflict and build collaboration** through increased self-awareness, composure, and relationship management skills.
- **Develop others using strengths-based and learning-adaptive methods** that inspire confidence, autonomy, and continuous growth.
- **Delegate effectively** to balance accountability, empowerment, and mission readiness across individuals and teams.
- **Build a personal leadership integration plan** that applies key principles of leadership, mentorship, and emotional intelligence directly to workplace challenges and opportunities.

Deliverables:

Participants leave with a complete set of ready-to-use tools, including:

- **EQ self-assessment results** and a **Personal EQ Development Strategy**
- A practical **Coaching & Mentoring Success Plan** with conversation tools and follow-up
A **Personal Leadership Philosophy** that defines leadership values, approach, and commitments

Additional Information:

CPE Credits: 40.0

CEU Credits: 4.0

Suggested Program Prerequisites: None

Advanced Preparation: None

NASBA Program Level: Basic

NASBA Field of Study: Professional Development

Delivery Method: Group Live Classroom