Course Title: Authentic Leadership: How to Align Your Leadership with Your Deepest Values
Course Code: BUS 18
Instructors:
• Carla de Cervantes, Founder, Personal Passages, Executive Coach and Leadership Development Consultant
• Sherri Lassila, Founder, Purpose Tribe, Transformational Leadership Coach and Women’s Circle Facilitator

Grade Options and Requirements:

There are three grading options—and they can be changed up until the end of the course.

1) No Grade Requested (NGR)— No grade is given; no specific performance is required.

2) Credit/No Credit (CR/NC)— In addition to class attendance and active class participation, students will be given practices to apply in their work and life. For credit, students should submit a brief written reflection on at least 2 of these practices.

3) Letter Grades—For a letter grade, the requirement is essentially the same as for Credit except the written reflections should be with greater depth and frequency. The target would be a minimum of 4 brief written reflections.

As noted above, your choice can be changed up until the final class. So, if you intended to earn a letter grade, but got too busy with “life” to post on the blog, you can change your selected option.

*Please Note: If you require proof that you completed a Continuing Studies course for any reason (for example, employer reimbursement), you must choose either the Letter Grade or Credit/No Credit option. Courses taken for NGR will not appear on official transcripts or grade reports.

Tentative Weekly Outline:
Week 1:
The Power of Authentic Leadership

• Clarify what authentic leadership looks like and understand the power that comes from leading in alignment with your deepest values and greatest strengths
* Discover what often gets in the way of leading our lives and our organizations in full alignment with ourselves

* Learn mindfulness practices for being more fully present

* Interrupt the “auto-pilot” response

* Unhook from unhelpful inner dialogue, old habits and patterns

**Week 2:**
**Connecting with the Core of Who You Are**

* Reconnect with your Essential Self and what matters most to you

* Develop an appreciation for every aspect of yourself and your varied strengths

* **Realign with the underlying values that motivate you and drive your fulfillment**

* Clarify why you are here - your greater purpose - the meaning and purpose that bring out your best, and what you care enough about to stretch beyond your comfort zone

* Identify your personal definition of success - a true north star and vision for your work and life that's fully aligned with your Essential Self and fully utilizing your gifts

* Shift from self-criticism to self-compassion, from inner-critic to inner-coach

* Learn practices to stay more consistently connected with the core of who you are, your Essential Self

**Week 3:**
**How to Get and Stay in Alignment with Who You Are and What Matters Most to You**

* Learn a methodology and a 6-step quick-shift process for getting and staying centered, on track, and in alignment with your deepest values and what matters most to you

* Identify and release hidden barriers and limiting beliefs that hold you back from unleashing your full creative potential and authentic leadership power

* Experience the power of reframing, and learn tools to consistently make choices and take action from an empowered perspective

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Week 4:
Applying Steps 1 & 2 of NEED Aligned Action to Your Challenge or Goal

* Dive deeply into Steps 1 & 2 of NEED Aligned Action: Notice & Embrace
* Minimize resistance, judgment, blame; and shift into curiosity, compassion, and an opportunity to learn from whatever is happening
* Expand your capacity to be with and learn from difficult emotions that could otherwise derail you, or trigger your protective/avoidant responses
* Generate your most empowered mindset and best results in any given situation
* Apply Steps 1 & 2 to your selected challenge or goal
* Deepen your connection with your Essential Self and begin to access your higher wisdom

Week 5:
Using Step 3 of NEED Aligned Action to Transform Previously Hard-to-Change Limiting Beliefs, Habits and Patterns

* Dive deeply into Step 3 of NEED Aligned Action: Evolve
* Uncover beliefs, mindsets, habits and patterns that have been holding you back and getting in the way of your desire to lead with confidence, passion and ease
* Challenge assumptions, limiting beliefs, and conventional thinking; and “update your inner GPS” to align with your current higher wisdom
* Reframe the primary obstacles of realizing your intention for your course challenge, so you can move forward with power and flow
* Develop the 3 key shifts in thinking and leading that will change your leadership and your life - Leading from self-love, leading from self-responsibility, and leading from inner wisdom

Week 6:
Using Steps 4 & 5 of NEED Aligned Action to Make Aligned Decisions and Resolve Internal Resistance

* Deepen both the understanding of your intuitive capability and your capacity to access it.
* Learn to connect with a reliable source of your highest wisdom so you can consistently make choices that are fully aligned with your Essential Self, deeper values, inner wisdom and intuitive wisdom
PRELIMINARY COURSE SYLLABUS
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- Align internally, as well as with others, to respond skillfully to what’s needed in the moment
- Learn to make choices that are fully aligned with your Essential Self, deeper values, inner wisdom and intuitive knowing
- Learn inquiry tools to quickly get to the core of an issue, generate new insights and unleash new possibilities
- Identify and resolve internal resistance to ensure that you are internally aligned (head, heart, gut) and internal conflicts/competing commitments are resolved, so that take powerful action without facing self-sabotage
- Apply Steps 4 & 5 of NEED Aligned Action - Decide & Align -- to your selected challenge or goal

Week 7:
Using Steps 5 & 6 of NEED Aligned Action to Move Forward in Alignment with Others & Going Forward

- Stretch into bold inspired action that expands your comfort zone and reinforces new ways of being
- Learn to anticipate and handle potential external resistance proactively and in a way that enrolls people to align with your goals
- Apply Steps 5 & 6 of NEED Aligned Action - Align & Act - to your selected course challenge or goal
- Review the NEED Aligned Action process and create a plan for using it to navigate day-to-day challenges and conflicts, as well as bigger decisions and opportunities on an ongoing basis

Week 8:
Moving Forward in Aligned Action

- Wrap up work on your challenge, and celebrate the insights and breakthroughs you’ve had
- Give voice to the value of your contribution as a unique leader in today’s world.
- Make an unprecedented commitment to yourself, and get the support structure that best sets you up for success going forward
- Reflect and integrate all that you’ve learned into a vision for your life, work and leadership, as well as a vision for what a fully “Aligned Action” team, company or world could be, and your role in bringing that forth