SUBMARINE WAY
TRAINING THAT IGNITES INCLUSION

Our Core Programs Syllabus

CORE COMPASS I:

This program is a bedrock program for leadership transformation through our patent published inclusion system. It consists of 4 courses combined with significant pre-work and post-course reinforcement. We utilize our books, recorded video email, and our video channel, as some of our tools for pre-work and reinforcement. Designed using adult learning principles and Gallup human behavioral research this program drives a two-part shift in mindset (both internal and external or outward facing) leading to a fundamental change in behavior. Additionally, there is an option for inclusion of Cliftonstrengths assessments and coaching along with the courses. This provides a deeper understanding of core talents in the individuals going through the program and begins to form critical interdependence and collaboration habits. This program is designed to be delivered virtually or on-site with zero difference in the level of engagement or interaction between the two. Touchpoints from The Submarine Way occur at least every two weeks. Additionally, the interaction between attendees will occur (brief 10-15-minute calls) will be incorporated to drive internal reinforcement and peer accountability. The program is adjusted to incorporate both the language and the culture of the organization as well as specific focus points desired. The focus points come from a combination of input from the client and the results of our baseline survey we conduct as part of our preparation. Our staff and expertise are available to answer questions or provide specific guidance as needed throughout the engagement. Core Compass I run for a duration of 3 – 6 months depending on the client.

The Submarine Way believes the most effective learning environment is one in which a blended team is put together from all corners and levels of the organization. This allows us to drive change within change during every course, reinforcement, and peer accountability engagement.

The four courses and brief descriptions of each are as follows:

o **Strengths The Submarine Way** – This course introduces attendees to the power of our methodology. It lays the groundwork to shift towards a talent-focused approach to the culture as well as introducing the power of an interdependent, collaborative approach to teaming and mission. Attendees leave with a new lens to see themselves and others that drive meaningful change.

o **The Five Anchors of Leadership** – A course that ties the critical components of effective leadership together. We will guide attendees through the power of seeing themselves as a leader, regardless of their title and applying these five elements to drive deeper commitment, innovation, and produce meaningful results in their work.

o **Higher Levels of Accountability** – Most organizations we work with list poor communication as a major issue. Our experience is this is a symptom of the core issue, inconsistent personal and peer accountability. This course will provide a guide to establishing personal accountability and specific guidance on how to professionally hold peers and others accountable as needed.

o **Leadership What is Your Brand** – A course built on the lessons learned from the previous courses- this is the fourth course in the Core Compass Program. We will guide each attendee to building their

personal leadership brand statement. This results in a document they can use to keep themselves focused on their key talents, characteristics, and role, as well as a great resource to share with others.

Learning Outcomes:

Upon Successful Completion of this program the participants will:

1) Be working consciously with the utilization of people's talents as their first consideration
2) Understand how to apply an interdependent, collaborative approach to teaming and problem-solving
3) Change mindset to one that values results and role overactivity and job
4) Embrace their strongest talents and characteristics to intentionally present their best "leader"
5) Approach accountability and direct communication as the positive tools they are
6) Have a framework for the critical components of check-in (onboarding) and how to infuse them
7) How to create and implement a powerful professional development plan beginning day one

CORE COMPASS II:

We utilize the same approach and methodology as is used in Core Compass I. This program builds on the foundations set for lasting cultural transformation through more effective leadership at all levels. Core Compass II focuses extensively on an outward mindset and drives significant increases in engagement. 4- 5 months is the average completion time depending on the client.

The four courses and brief descriptions of each are as follows:

o **Compassionate Leader –** Building on the mindset and behavioral changes of Core Compass I this course leads participants to embrace empathy, effective listening, collaborative decision making, and other foundational principles to drive trust, agility, and resilience.

o **The Mission-Oriented Mind** – Shifting away from activity and individual jobs and titles to an outward mindset focused on the roles of individuals, teams, and divisions allows for innovation, self-worth, and better decision making at the lowest accountable level. This course ensures 100% of staff know exactly what expectations are and their role in exceeding them.

o **Self-Regulation and Peer Accountability** – A Ph.D. in Accountability. This drives the mindset and behavior that almost all challenges, all roadblocks can be solved with minimum involvement of vertical leadership. It drives autonomy, satisfaction, and a deep sense of empowerment.

o **Positive Conflict** – As is done earlier on our course line up, attitude is everything when it comes to conflict. When done professionally and respectfully it drives teams and divisions away from a simple agreement with solutions everyone can live with to the best solutions driven by deep interdependent collaboration.

Learning Outcomes:

Upon Successful Completion of this program the participants will:

1) Ensure every person on staff will know what is expected of them so they can maximize contribution
2) Demonstrate caring in an effective way that drives loyalty, resiliency, and agility
3) Embrace allowing every person to focus primarily on what they do best
4) Institutionalize continuous learning and professional development
5) Creating a continuous learning and growth culture
6) Fostering a truly interdependent, collaborative environment that allows diversity to thrive
7) Make lowest accountable level decision making and problem-solving the norm

Course Resources:

Fortin, D, and Vincent, J, (2017) Diversity and Inclusion, The Submarine Way. South Carolina: Advantage Media. ISBN:978-1-59932-905-5
Fortin D and Vincent J (2020) Up Periscope, Putting Traditional Leadership in the Crosshairs. OHIO: Gatekeeper Publishing. ISBN: 978-1-64237-961-7
Recordings of all courses (for reinforcement)
Video reinforcement
CliftonStrengths Assessment (optional)
Video training on assessment and insight report (optional)
Email consulting and coaching for all participants

Resources needed for Learning and Application:
Commitment
Laptop or smartphone
Our two books
Zoom registration
Clifton Strengths assessment and coaching via video guide or live (optional)