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Cox Consulting
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Leadership Academy Course Outline

Provider: Cox Consulting Services Inc.
Instructor: Colin Cox, MBA
Primary audience: Executives, managers, and team leaders
Capacity: 10–25 participants per cohort
Delivery: Instructor-led training, interactive exercises, case application
Format: Modular half-day or full-day sessions, in-person or virtual
Total duration: Configurable; not to exceed 52 weeks end-to-end
Location: On-site at employer or virtual
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1) Program Objectives

- Improve retention of top performers through stronger day-to-day leadership and coaching.
- Increase team productivity via clearer expectations, better decision processes, and execution rhythm.
- Accelerate revenue growth and profit by aligning leaders to strategy and driving initiatives to completion.

2) Intended Learning Outcomes

- Run a structured 1:1 and performance conversation that sets goals, feedback, and next steps.
- Lead decisions with defined roles and document outcomes that stick.
- Stand up a team execution rhythm (agenda, cadence, KPIs) and eliminate meeting waste.
- Communicate with clarity and influence in presentations, updates, and written briefs.
- Apply coaching skills to develop talent and reduce avoidable turnover.
- Translate strategy to action using a simple planning framework tied to metrics.

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3) Curriculum (Base Modules, Customizable)

1. Leading Self : The Untapped Power of Mindset
Grow your self-awareness of how you see the world, and increase your interpersonal skills.

2. Leading Others: People Management Fundamentals
   - Having great 1:1 meetings, emotional intelligence, delegating, accountability.

3. Leading Self: Maximizing Productivity and Managing Stress
   - Managing time and energy, avoiding overwhelm, digital and analog productivity tools, reducing stress.

4. Leading Others: Difficult Conversations
   - How to make difficult conversations just 'conversations.' Making it safe, giving and receiving feedback, and more.

5. Leading Self: Being Decisive in Uncertainty
   - Avoid procrastination and indecisiveness in the uncertain world we live in.

6. Leading Others: Leadership Communication Foundations
   - Effective leadership communication: speaking, presentations, meetings, emails and more.

7. Leading Others: Goal Setting and Prioritizing
   - Setting clear goals, prioritizing in a hyper-fast world, holding high standards.

8. Leading Others: Building and Leading High-Performing Teams
   - Creating trust, team health, qualities of great teams, overcoming team dysfunction, team charters.

9. Leading Others: Coaching Skills for Leaders
   - Developing talent, listening, asking powerful questions.

10. Leading Others: Influencing Skills
   - How to influence people with more tools than just verbal persuasion.

11. Leading the Organization: Leading Change
   - Leading the organization through change: effective change management and communication.

12. Leading the Organization: Strategic Thinking and Business Skills
   - Learn the basics of strategic thinking and business skills that are most useful for managers to know.

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4) Teaching Methods

- Instructor-led sessions with interactive discussion and short lectures.
- Case studies tied to the employer's real business challenges.
- Small-group exercises and peer learning.
- Applied workplace practice between sessions with brief reflections.

5) Assessment of Learning

- Pre-training baseline: self-assessment + manager alignment on role goals.
- During training: observed practice, case exercises, short knowledge checks.
- Applied project: on-the-job application (e.g., run a decision process, implement a team cadence) with artifact submission.
- Manager confirmation: brief sign-off on observed improvement.
- Completion: certificate noting instructional hours and achieved outcomes.

6) Logistics & Parameters

- Materials: Participant workbook/templates (digital or analog as required).
- Cost: Tuition itemized per session/participant; competitively priced and value-for-money.
- Records provided: Attendance logs, agenda, curriculum, artifacts summary, and completion records.