

TeamTech's Everyone A Leader®

Trauma-Informed Leadership Training

The Six Module Descriptions

Everyone A Leader® (EAL) is a 30-hour leadership training program, consisting of 15 two-hour workshops grouped into six modules:

The Approach Module	2
A Facilitative Approach	2
Preparing Yourself	2
The Action Module	2
The Life Method for Action	2
Planning Together	2
Moving Plans Into Action	2
Sustaining Momentum	2
The Empowerment Module	3
The Life Method for Empowerment	3
The ALPS Journey	3
The Thinking Together Module	3
The Life Method for Thinking Together	3
Reflective Conversations	3
Revealing Insight	3
More Thinking Together Tools	3
The Big Picture Module	4
The Life Method for Big-Picture Perspective	4
Aligning During Change	4
Lead Where You Are Module	4
Your Everyone A Leader Journey	4



Scan the QR code to learn more about Everyone A Leader training — including upcoming virtual sessions and how to register. In-person training for your organization is also available.

TeamTech's Everyone A Leader®

Trauma-Informed Leadership Training

The Approach Module

A Facilitative Approach

The **Approach** module lays the foundation for your **Everyone A Leader** journey through two fundamental workshops: **A Facilitative Approach** and **Preparing Yourself**. These workshops are prerequisites for the remainder of the **Everyone A Leader** course and serve as the starting point for developing your natural leadership abilities.

Throughout the module, you'll begin a self-reflective process designed to uncover and strengthen your natural leadership qualities. Each workshop introduces core elements essential to your leadership approach, offering opportunities to explore and enhance your strengths while identifying areas for growth.

Preparing Yourself

By the end of the **Approach** module, you will:

- Begin growing your reflective capacity, encouraging deeper self-awareness and insight.
- Gain a clearer understanding of your natural leadership qualities and identify opportunities for further development.
- Be equipped with foundational concepts and tools that will support you throughout your **Everyone A Leader** journey, both in the classroom and in real-world applications.

The **Approach** module sets the stage for your **Everyone A Leader** journey that lies ahead, empowering you to lead with intention, authenticity, and confidence.

The Action Module

The Life Method for Action Planning Together

The **Action** module takes you from conceptualizing a plan to putting it into motion, helping you develop actionable strategies that drive real progress. Through four key workshops — **The Life Method for Action, Planning Together, Moving Plans Into Action**, and **Sustaining Momentum**, you'll gain practical tools and techniques to transform your approach to planning and implementation.

This module guides you through the process of intentional planning, ensuring that your action plans are well-designed and have the buy-in from all involved. You'll learn how to move from planning to actual implementation, while also maintaining relevance and sustaining momentum to ensure continued progress.

Moving Plans Into Action Sustaining Momentum

By the end of this module, you will:

- Be equipped to turn your vision into action with greater intention, focus, and alignment from all participants.
- Feel more confident and empowered, with a stronger sense of agency over the work you're leading.
- Possess the tools and strategies to support others in moving their plans into action, fostering collaboration and forward momentum.
- Learn how to engage, listen, and incorporate a variety of voices.

The **Action** module sets you up for success in building your plan with others and moving it into action, ensuring that both you and your team stay motivated and on track throughout the process.

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The Empowerment Module

The Life Method for Empowerment

The **Empowerment** module invites you to embrace a leadership approach that moves beyond traditional top-down models. In this module, you will explore the critical role of context in leadership, understanding the “What,” “Why,” and “How” of moving plans into action and collaborating effectively with others.

As you progress, you will also confront the inevitable concept of change that arises whenever plans are implemented. Through two workshops: **The Life Method for Empowerment** and **The ALPS Journey**, you will explore the importance of clarifying context by examining the foundational elements of what you're doing, why you're doing it, and how you're doing it. You will also learn a process that empowers you to meet people where they are, guiding them through the transformation that accompanies change.

The Thinking Together Module

The Life Method for Thinking Together Reflective Conversations

The **Thinking Together** module serves as the heart of your reflective leadership journey. Building on the reflective elements already embedded throughout the **Everyone A Leader** course, this module focuses on harnessing the power of collective reflection to create deeper learning, collaboration, and growth. Through the four workshops of this module: **The Life Method for Thinking Together**, **The Reflective Conversation**, **Revealing Insight**, and **More Thinking Together Tools**, you will gain tools and methods to encourage intentional curiosity and create meaningful dialogue among individuals and teams.

This module teaches you how to create a space where everyone feels seen, heard, and valued, inspiring collaboration in an environment that fosters belonging and mutual support. With each workshop, you'll develop new ways to approach reflection as a tool for learning

The ALPS Journey

By the end of the **Empowerment** module, you will:

- Gain a deeper understanding of the critical importance of the What, Why, and How in leadership initiatives.
- Develop greater empathy and insight into the change process, with the tools to guide yourself and others through it with confidence and compassion.
- Feel empowered to facilitate collaboration, creating a strong sense of unity and shared purpose as you help people work together toward common goals.

The **Empowerment** module equips you with the mindset and skills to lead with empathy, resilience, and a deep understanding of the human-to-human side of leadership and change.

Revealing Insight More Thinking Together Tools

and action, equipping you to align teams and individuals through the shared process of reflective thinking.

By the end of the **Thinking Together** module, you will:

- Develop a more intentional approach to facilitating reflective conversations that allow people to feel truly heard and understood.
- Gain a deeper appreciation for the power of reflection and its role in promoting learning, growth, and progress.
- Be able to create alignment within your teams through reflection, ensuring collective understanding and shared purpose.

The **Thinking Together** module equips you to lead with empathy, encouraging collective reflection that drives action and nurtures a strong sense of connection and engagement.

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The Big Picture Module

The Life Method for Big-Picture Perspective

The **Big Picture** module invites you to expand your perspective, building on the foundational concepts of the What, Why, and How from the **Empowerment** module. This module encourages you to move beyond traditional conflict-driven thinking (i.e., “me vs. them”) and instead explore the interconnected dynamics that define any system, starting with the individual system and extending to the organizational system.

In two workshops: **The Life Method for Big Picture** and **Aligning During Change**, you will continue to develop your skills in intentional curiosity and reflective thinking. These workshops guide you through the process of examining systems dynamics, exploring how various elements interact and what happens when these dynamics are disrupted by change.

Lead Where You Are Module

Your Everyone A Leader Journey

Congratulations on reaching this point in your **Everyone A Leader** Journey! After completing the foundational work of the previous modules, you are now ready to transition into the phase where the real work of leadership begins. In this final session, you will take the time to personalize your journey and solidify your commitment to practicing Facilitative Leadership from wherever you currently stand.

Throughout the course, you've mapped the application of the tools and methods you've learned, and now, you will have the opportunity to dive deeper into your leadership practice. You will focus on, at least, two exercises of your choice listed in the **Everyone A Leader** book to apply your learning directly to your context. The exercises include:

- Finalizing Your Back Pocket Questions
- Where You Are Challenged to Lead

Aligning During Change

By the end of the **Big Picture** module, you will:

- Gain a broader understanding of the individual and organizational systems and the critical role they play in working together and driving progress.
- Be equipped to shift from conflict-oriented thinking to alignment thinking, encouraging collaboration and shared purpose.
- Feel a deeper connection to yourself, others, and the larger system in which you work, gaining insight into the needs of each component to support effective progress.

The **Big Picture** module empowers you to think systemically, enabling you to navigate change, cultivate alignment, and create an environment where collaboration and growth thrive.

- Thinking About Your Approach
- Creating a Trauma-Informed Environment

This session will conclude with a reflective conversation with your cohort, providing you the opportunity to share your experiences, insights, and the impact the course has had on your leadership so far. You will also receive information on how to continue your learning journey and stay connected with ongoing support from your **Everyone A Leader** facilitator.

Remember, this is just the beginning. As you put your learning into practice, the methods and tools you've gained will continue to uncover your natural leadership qualities, helping you inspire and guide others to think and take action...together!