



100-LEVEL COURSES

Performance Equation Courses

- Introduction to the Performance Equation
- Understanding Relationship
- Understanding Order
- Understanding Complexity

ACTIVITY / One-to-One Meeting Courses

- Scheduling Your One-to-One Meetings
- Your Agenda for One-to-One Meetings
- Using Questions in One-to-One Meetings
- Common Challenges in One-to-One Meetings

ACTIVITY / Team Meeting Courses

- Scheduling Your Team Meetings
- Your Agenda for Team Meetings
- Driving Development in Team Meetings
- Common Challenges in Team Meetings

ACTIVITY / Feedback Courses

- Planning for Feedback Conversations
- Using Questions in Feedback
- Driving Improvement through Feedback
- Common Challenges in Feedback

ACTIVITY / Career Discussion Courses

- Planning for Career Discussions
- Leader's Role in Career Development
- Defining Career Development Opportunities
- Common Challenges in Career Discussions

RELATIONSHIP / Connection Courses

- Introduction to Connection
- Developing Positive Rapport
- Encouraging Openness and Candor
- Supporting Individual Needs
- Putting It All Together

RELATIONSHIP / Psychological Safety Courses

- Introduction to Psychological Safety
- Encouraging Unique Opinions
- Avoiding Micromanagement
- Supporting Smart Risk-Taking
- Moving Quickly Past Mistakes
- Putting It All Together

ORDER / Structure Courses

- Introduction to Structure
- Structuring Your Commitments
- Structuring Your Work
- Structuring Your Team's Execution
- Putting It All Together

ORDER / Communication Courses

- Introduction to Communication
- Establishing Clear Expectations
- Sharing Vital Information
- Articulating Strategic Direction
- Putting It All Together

COMPLEXITY / Challenge Courses

- Introduction to Challenge
- Creating a Growth Environment
- Getting People Out of Their Comfort Zone
- Motivating and Celebrating Success
- Putting It All Together

COMPLEXITY / Skill Development Courses

- Introduction to Skill Development
- Leveraging Individual Strengths
- Coaching Skill Improvement
- Creating Development Opportunities
- Putting It All Together

THE ECSELL LEARNING PLATFORM

