



Team Equipping Program

Overview
v14.2





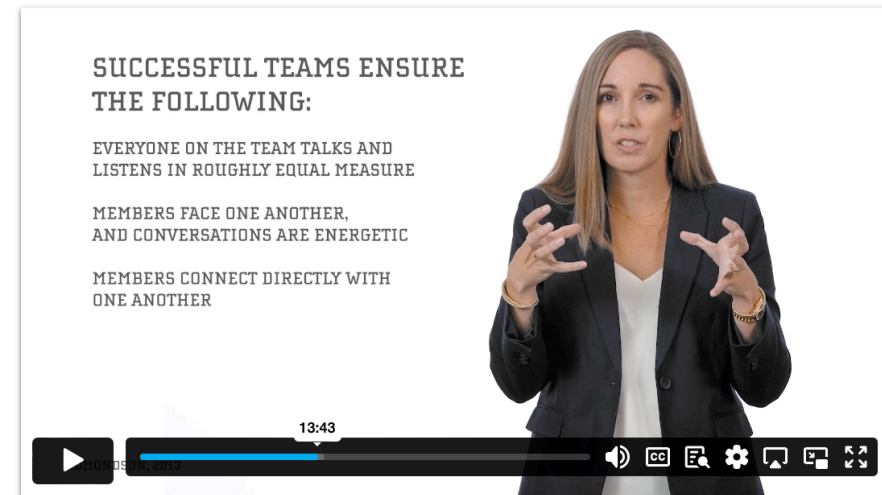
CAPROCK Modules

- 30-min modules w/ embedded exercises
- Access anytime
- Action Items for Implementation
- Coaching reach-back available



PILOT FEEDBACK >

MODULE 1: Trust in Teams



RESOURCES

[Handbook](#)



Program Motivation

Cascade common leadership topics to teams across the organization

- **Vision: essential behaviors integrated across the organization**
- **Form: virtual “echos” (reinforcement) of in-person content**
- **Function: online video modules with exercises tailored for application**

* Can be completed individually if necessary



Principles

1. Novelty:

No cliches. Original. Creative. Use stories that no one else knows. Unique. Intriguing. Fun.

2. Grounded:

Built on reputable academic literature that demonstrates some of the following a) evidence that the problem exists, b) evidence that the concepts, c) evidence that the strategy/tool will reliably generate results

3. Practical:

Concepts learned can be applied at work and likely in other domains of life. Accessible, simple, powerful ways to immediately see change in relationships, performance, and/or well being.

4. We-based:

Engage participants in a way that they see how they fit into the broader mission/service/ community. Exercises should be conversation-based, experience-based, and encourage engagement with others.

5. Growth:

Encourage a positive outlook/belief in their ability to improve themselves, their teams, and the organization



Module Structure

A. Story Open/Hook: start unique/interesting/related to the topic (Novel)

B. Content Overview (Grounded)

C. Concept/Tool/Exercise: (Practical/We-based) each concept/tool flow:

- 1. Introduced**
- 2. Brief explanation**
- 3. Applicable tool**
- 4. Relevant exercise**
- 5. Repeat as necessary**

D. Close (Growth): aspirational/encouraging closing + Action Item




Sample Power Tool Module

Common Challenge a Leader Faces (FAQ) →


Video explaining the tool (10-min max) →

Application/Reflection Questions →

Downloadable tool in one-page PDF Format →


POWER TOOLS


HOW DO I HAVE A DIFFICULT CONVERSATION?



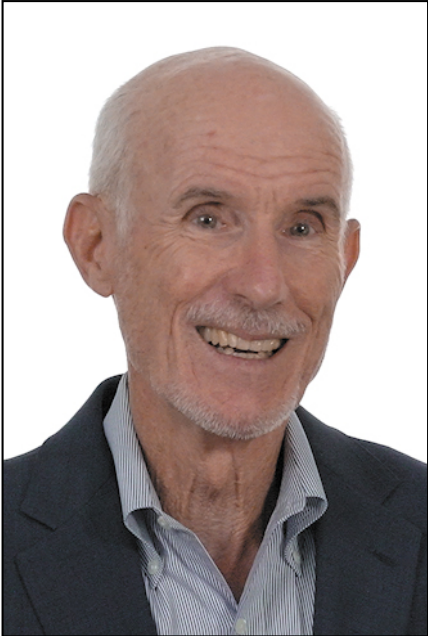
REFLECTION QUESTIONS

1. What makes some conversations so difficult?
2. What's your best tip for having a difficult conversation?
3. Think of a difficult conversation you need to have. Use the tool to write a quick "IFONE," and practice it with someone, and ask them for feedback.

TOOL DOWNLOAD:


PDF TOOL

Course Integrator



DR. JOE LEOEUF

**COLONEL, US ARMY (RET)
PROFESSOR EMERITUS, DUKE**

ROLE

- Instructional Design
- Academic Review
- Module Integration
- Instructor, Individual Trust Module

EXPERTISE / EXPERIENCE

- US Army Engineer Officer
- Academy Professor & Deputy Head, Department of Behavioral Sciences & Leadership, West Point
- Professor of Practice, Fuqua School of Business, Duke University, Durham, NC
- Dean, Tactical Officer Education Program, Columbia University & West Point
- Advised/Taught/Consulted for BSWH, FBI, MIT, Harvard, Vanderbilt University Medical Center, Johns Hopkins University Medical Center, US Army War College, and numerous Fortune 500 businesses

EDUCATION

- BS, United States Military Academy, West Point, NY
- MS, Engineering Psychology, Georgia Institute of Technology, Atlanta, GA
- PhD, I/O Psychology, Georgia Institute of Technology, Atlanta, GA



“Episodic” Experience

WEEK 1

WEEK 2

WEEKS 3-6

PRE

Sizzle Vid
Reminders
Prep Prompt (Teaser)
Checklist

MODULE EXPERIENCE

45 min team experience guided by a
live facilitator and online content



ACTION ITEM:

TAKE THE
“PRETTY
PLEASE
PRAISE
PLEDGE”

POST

Weekly Sustainment Conversations
called “CASCADE CHATS”



“Culture”



“ORG”



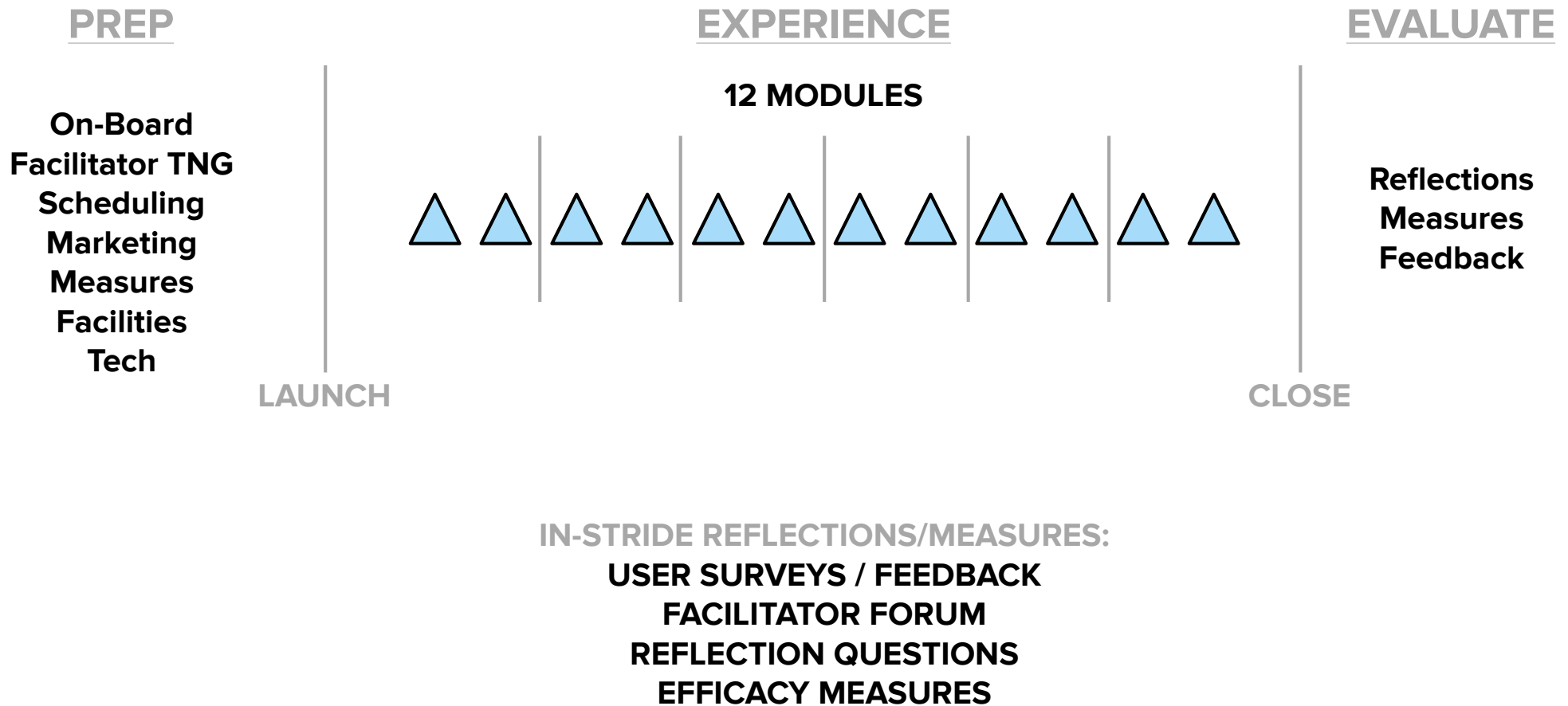
“Now”



“Legacy”



Use Case 1: Annual Experience





Use Case 2: Bridging Integration

INTENSIVE

BRIDGING MODULES

INTENSIVE



CLASSROOM

INTERIM MONTHS

CLASSROOM



"Topic 1"

"Topic 2"

"Topic 3"

"Topic 4"

"Topic 5"

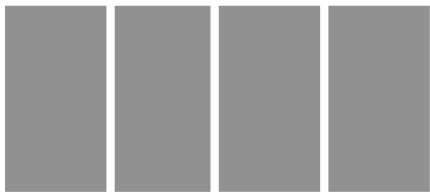
"Topic 6"



Use Case 3: Sustainment Integration

INTENSIVE
LEADER
EQUIPPING
PROGRAM

SUSTAINING MODULES



CLASSROOM

ONLINE/ASYNCH



“Topic 1”

“Topic 2”

“Topic 3”

“Topic 4”

“Topic 5”

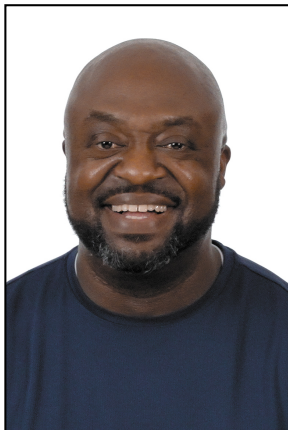
“Topic 6”



Teaching Team



NATE



SKEETA



KELLEY



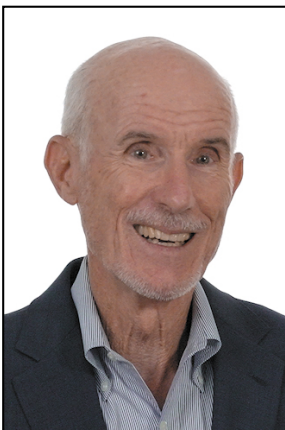
GEOFF



ALTON



SEEMA



JOE



JEN



JAMEY



BOBBIE ANN



JOKIA



Team: A deeper look

- **4 x College Professors**
- **6 x Veterans**
- **6 x Doctorate Degrees**
- **7 x Small Business Owners**
- **4 x Licensed Counselors**
- **Bios on the site**
- **Serve as coaches in our programs**



Team Equipping Program

