

BROWN SUGAR LEADERSHIP ACADEMY CURRICULUM

The **Brown Sugar Leadership Academy (B.S.L.A.)** is a nine-month leadership development experience designed to equip emerging and current leaders with the mindset, skills, and confidence to lead effectively in today's workplace. Through interactive sessions, real-world application, and guided self-reflection, participants will strengthen their ability to communicate, build high-performing teams, navigate challenges, and lead with intention. B.S.L.A. focuses on practical leadership that drives results while building trust, accountability, and a culture of excellence.

Each monthly 4-hour session is designed to be highly interactive, practical, and immediately applicable, blending real-world scenarios, group discussions, and hands-on activities. Participants will leave each session with clear insights, actionable tools, and strategies they can implement right away in their day-to-day leadership.

SESSION 1 – Self-Awareness and Leadership

Foundations

- Mini-DiSC Assessment (pre-work + in-class debrief)
- Personal leadership tendencies and blind spots
- Emotional intelligence in leadership
- Introduction to “The Leadership Recipe” – *by Randy Cantrell*

SESSION 2 – Transition from Peer to Leader

- Transitioning from peer to supervisor
- Establishing credibility without losing authenticity
- Boundaries, fairness, and consistency
- Letting go of the need to be liked

SESSION 3 – Self-Leadership

- Understanding self-leadership as a foundation of leadership
- Reprogramming mindset for intentional leadership
- Aligning actions across purpose, priorities, and values

SESSION 4 – Leader versus Manager

- Difference between leadership and management
- When to lead vs. when to manage
- Decision-making frameworks
- Accountability vs. control

SESSION 5 – Leading Multiple Generations

- Understanding generational perspectives, values, and workplace expectations
- Breaking down stereotypes and assumptions
- Creating connection, collaboration, and cohesion
- Adapting leadership and communication styles across generations

SESSION 6 – Communication

- Core communication principles
- Active listening and clarity
- Giving feedback (without triggering defensiveness)

SESSION 7 – Building Teams and Managing Conflict

- Team dynamics and dysfunctions
- Conflict resolution styles
- Addressing favoritism, division, and accountability
- Creating a culture of trust and consistency

SESSION 8 – Performance, Accountability, and Leadership Legacy

- Performance management and coaching
- Change management
- Coaching vs. Discipline
- Sustaining leadership growth

SESSION 9 – Recognizing and Responding to Leadership Missteps

- Identifying early warning signs of leadership breakdowns
- Distinguishing between minor issues and critical risks
- The cost of misdiagnosing problems and delaying action
- Strategies for course correction, ownership, and rebuilding trust