



TTUHSC Leadership Development Program

2026 LEADERSHIP FOUNDATIONS

Program Overview: This 6-session foundational program is designed to introduce leadership theories and models to all team members who have been with TTUHSC for at least 6 months. Participants wishing to participate in Leadership Foundations 2 must have attended Leadership Foundations 1.

Program Structure: Cohort-based / 1 hr. eLearning and 2 hr. sessions via Zoom live session. There will be a limit of 20 people per cohort.

Registration: Applications are being accepted for the 2026 cohorts. More information on the registration process can be found on the [Office of People and Values](#) website.

Program Dates:

Cohort 1: Leadership Foundations Level 1 - 2026

January 8	9:00 – 11:00 am	Session 1: Principles of Leadership
January 15	9:00 – 11:00 am	Session 2: Team Dynamics
January 22	9:00 – 11:00 am	Session 3: Leadership Communication
January 29	9:00 – 11:00 am	Session 4: Transforming Conflict into Collaboration
February 5	9:00 – 11:00 am	Session 5: Feedback Essentials
February 12	9:00 – 11:00 am	Session 6: Building Your Leadership Presence

Cohort 1: Leadership Foundations Level 2 - 2026

March 5	9:00 – 11:00 am	Session 1: Values-Based Leadership
March 12	9:00 – 11:00 am	Session 2: Emotionally Intelligent Teams
March 19	9:00 – 11:00 am	Session 3: Critical Thinking Decision Making
March 26	9:00 – 11:00 am	Session 4: Building Trust
April 2	9:00 – 11:00 am	Session 5: Conflict-Intelligent Leader
April 9	9:00 – 11:00 am	Session 6: Growth Mindset

Cohort 2: Leadership Foundations Level 1 - 2026

June 4	9:00 – 11:00 am	Session 1: Principles of Leadership
June 11	9:00 – 11:00 am	Session 2: Team Dynamics
June 18	9:00 – 11:00 am	Session 3: Leadership Communication
June 25	9:00 – 11:00 am	Session 4: Transforming Conflict into Collaboration
July 2	9:00 – 11:00 am	Session 5: Feedback Essentials
July 9	9:00 – 11:00 am	Session 6: Building Your Leadership Presence

Cohort 2: Leadership Foundations Level 2 - 2026

September 3	9:00 – 11:00 am	Session 1: Values-Based Leadership
September 10	9:00 – 11:00 am	Session 2: Emotionally Intelligent Teams
September 17	9:00 – 11:00 am	Session 3: Critical Thinking Decision Making
September 24	9:00 – 11:00 am	Session 4: Building Trust
October 1	9:00 – 11:00 am	Session 5: Conflict-Intelligent Leader
October 8	9:00 – 11:00 am	Session 6: Growth Mindset

Cohort 3: Leadership Foundations Level 1 - 2026

October 15	9:00 – 11:00 am	Session 1: Principles of Leadership
October 22	9:00 – 11:00 am	Session 2: Team Dynamics
October 29	9:00 – 11:00 am	Session 3: Leadership Communication
November 5	9:00 – 11:00 am	Session 4: Transforming Conflict into Collaboration
November 12	9:00 – 11:00 am	Session 5: Feedback Essentials
November 19	9:00 – 11:00 am	Session 6: Building Your Leadership Presence

Leadership Foundations 1 Course Descriptions

1. Principles of Leadership – In this session, we will examine the qualities and roles of a leader, discuss leadership principles, and some of the challenges leaders may face.

2. Team Dynamics – This session will identify three elements’ leaders must pay attention to that are important to team dynamics: trust, communication, and collaboration. In addition, the five stages of team building will be outlined: Forming, Storming, Norming, Performing, and Adjourning.

3. Leader Communication – This session will focus on effective workplace communication and social interactions with others who may have a different communication style than you.

4. Transforming Conflict into Collaboration – In this session, we will discover why conflict happens, common ways people react to conflict, and how to turn workplace disagreements into opportunities for constructive dialogue, change, and new understanding.

5. Feedback Essentials – In this session, we will learn what feedback is, why it's valuable, and how to overcome the fear of giving it. We'll also learn to follow a step-by-step feedback process, deliver an effective message, and handle difficult reactions.

6. Building Your Leadership Presence – This session explores influence and presence and how both contribute to how you are viewed as a leader. Your influence can be recognized and valued, regardless of your role within the organization.

Leadership Foundations 2 Course Descriptions

1. Values-Based Leadership: This session explores the principles and practices of values-based leadership, emphasizing how personal and organizational values shape effective decision-making, ethical behavior, and sustainable success. Participants will examine their own core values, discover how to align them with their leadership style, and learn strategies for fostering trust, accountability, and purpose within their teams.

2. Emotionally Intelligent Teams: This session focuses on developing the emotional intelligence (EI) skills that enable teams to collaborate effectively, communicate openly, and manage conflict constructively.

3. Critical Thinking and Decision Making: In this session, participants discuss the skills required to think critically, analyze information objectively, and make informed, effective decisions in complex situations.

4. Building Trust: This session explores how trust serves as the cornerstone of strong leadership, cohesive teams, and successful organizations. Participants will examine the behaviors and communication practices that build, maintain, and restore trust in the workplace.

5. Conflict-Intelligent Leader: This session will outline how leaders are empowered to approach conflict with confidence, empathy, and strategic insight, by developing conflict intelligence (CQ)—which is the ability to navigate conflict constructively. Leaders will learn how to lay the groundwork that enhances team trust, better communication, and performance that fosters collaborative relationships.

6. Growth Mindset: This session explores the power of a growth mindset—the belief that abilities and intelligence can be developed through effort, learning, and perseverance. Participants will examine how mindset influences performance, adaptability, and leadership effectiveness.

