

The LEGIT Leadership™ Certification: A Facilitated Leadership Experience

Syllabus

A 10-week cohort-based certification for leaders ready to move from awareness to execution.

Program Overview

The **LEGIT Leadership™ Certification** equips leaders with a practical framework to operationalize equity, integrity, and growth. Through a blend of live workshops, peer collaboration, and hands-on application, participants build and defend a custom implementation plan for their organization.

Duration: 10 weeks

Format: Live virtual cohort + asynchronous resources

Time Commitment: 4-5 hours/week

Culmination: Certification defense and credential (valid 2 years)

Learning Objectives

By the end of this program, certified leaders will be able to:

- Audit organizational systems for equity, integrity, and transparency.
 - Design and implement strategies to reduce burnout and turnover.
 - Lead with measurable accountability, not performative gestures.
 - Apply the LEGIT Framework™ to marketing, sales, operations, and culture.
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Weekly Breakdown

Week 1: The Foundation – From Performative to LEGIT

- **Focus:** Introducing the LEGIT Framework™ and diagnosing why traditional leadership development fails.
- **Key Activities:**

- Cohort introduction and norm-setting.
- Self-audit: Identifying integrity gaps in leadership.
- **Deliverable:** Personal Leadership Integrity Statement.

Week 2: L – Leadership & Integrity (Modeled, Not Claimed)

- **Focus:** Building measurable accountability and zero-tolerance for performative leadership.
- **Key Activities:**
- Case study: Analyzing real-world leadership failures.
- Workshop: Designing consequence frameworks.
- **Deliverable:** Draft consequence plan for integrity breaches.

Week 3: E – Equity in Execution (Beyond the Hiring Pipeline)

- **Focus:** Auditing systems for power distribution, risk absorption, and fairness.
- **Key Activities:**
- Process audit lab (e.g., performance reviews, project assignments).
- Peer feedback session.
- **Deliverable:** Equity audit summary and one proposed change.

Week 4: G – Growth Through Ethical Practice (No Exploitation)

- **Focus:** Aligning marketing, sales, and pricing with dignity—not manipulation.
- **Key Activities:**
- Communication "surgery" workshop.
- Ethical Communication Audit
- **Deliverable:** Revised internal-facing communication.

Week 5: I – Integrity of Systems (Operationalizing Inclusion)

- **Focus:** Embedding wellbeing, care labor, and Family Systems into operations.
- **Key Activities:**
- Policy hackathon: Drafting "Whole Human" policies.
- Scenario analysis: Addressing systemic gaps.
- **Deliverable:** One-page policy proposal.

Week 6: T – Transparency & Accountability (No Hidden Hierarchies)

- **Focus:** Creating channels for feedback, clarifying decision-making, and building trust.
- **Key Activities:**
- Feedback loop design workshop.
- Role-play: Giving and receiving challenging feedback.
- **Deliverable:** Power structure map and transparency proposal.

Week 7: The LEGIT Filter – Synthesis

- **Focus:** Connecting all standards into a single operational framework.
- **Key Activities:**
- Capstone project introduction.
- Brainstorming session: Identifying implementation focus areas.
- **Deliverable:** Capstone project outline.

Week 8: Capstone Workshopping

- **Focus:** Refining implementation plans with peer and facilitator feedback.
- **Key Activities:**
- Peer review sessions.
- Advisory board Q&A prep.
- **Deliverable:** Revised capstone draft.

Week 9: Preparation & Rehearsal

- **Focus:** Mastering the presentation and defense of the implementation plan.
- **Key Activities:**
- Dry-run presentations with cohort feedback.
- Finalizing slide decks and talking points.
- **Deliverable:** Finalized presentation materials.

Week 10: Certification

- **Focus:** Defending the implementation plan before the LEGIT Advisory Board.
- **Key Activities:**

- 30-minute presentation + Q&A with board.
 - Certification announcement and cohort closure.
 - **Deliverable:** LEGIT Leadership™ Certification.
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Certification Requirements

- Attendance at ≥80% of live sessions.
 - Completion of all weekly deliverables.
 - Successful defense of the capstone project.
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Facilitators

- **Lace [Last Name]:** [Brief bio highlighting expertise in systems, leadership, or relevant background].
 - **[Your Name]:** [Brief bio highlighting your expertise in the LEGIT Framework™, research, and organizational impact].
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Technical Requirements

- Stable internet connection.
 - Access to Zoom (for live sessions).
 - Access to [community platform, e.g., Circle] (for asynchronous work and cohort collaboration).
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Pricing & Enrollment

Investment: \$25,000 for a team of up to 5 leaders.

Includes:

- All live sessions + office hours.
 - Program materials and resources.
 - Certification review by the Advisory Board.
 - LEGIT Leadership™ credential + digital badge.
 - Pathway to renewal and alumni network.
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Ready to certify leaders who deliver real change?

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