Hello, and welcome!

What are the values that you live by? Maybe you believe in honesty. Or maybe you consider respect to be essential. Think about those for a moment. Now think about how different values can inform people in leadership positions. How could they impact decision-making and collaboration? In this course, you will learn about values-based leadership. You will study value alignment and practice. And you will reflect on the effect of values in the workplace.

We invite you to take a minute to learn about the course by reviewing the information that follows. This way, you will be better able to understand the expectations of the course as a whole. Then you can determine how to manage your time and efforts as you navigate through it.

Be curious and explore these concepts.

We’re here to help you every step of the way!
Course Description and Competencies

What to Expect

In this course, you will identify and define your personal values. Then you will evaluate business cases to practice mapping the influence of values. You will also take part in scenario planning. That way, you can practice applying your values to your daily routine and then in a leadership setting. The course illustrates how values-driven leadership is used in goal-setting and problem-solving.

You will gain information from readings and videos throughout the course. You will practice your knowledge with interactive learning checks and quizzes. As a requirement of the course, you will complete two performance assessments. Opportunities to prepare for the performance assessments are included at the end of each unit.

This course covers the following competencies:

1. The learner identifies their personal values, including honesty, integrity, respect, emotional intelligence, and ethical responsibility, to develop self-awareness through self-assessment.

2. The learner describes how interpersonal skills are applied to effectively collaborate, communicate, and lead within a team and across an organization.

3. The learner demonstrates how their leadership abilities, including active listening, influence, and ethical responsibility, solve problems and deliver results within an organization.

4. The learner explains how the leadership of cultures fosters diversity, inclusion, ethics, and problem-solving.

You must achieve a ranking of Competent on each assessment to pass the course. You will have three attempts to pass each assessment.
### Course Outline

<table>
<thead>
<tr>
<th>Module:</th>
<th>Upon completion of this module, you will be able to:</th>
</tr>
</thead>
</table>
| **1. Self-Awareness & Values** | - Describe how values are essential in creating trust in leadership to improve team performance.  
                                  - Demonstrate how ethics and respect in decision-making can develop a culture of care.  
                                  - Demonstrate how empathy and awareness of others are essential in leadership to empower others.  
                                  - Describe how individual emotional intelligence and self-awareness impact leadership effectiveness to cultivate deeper connections with individuals.                                    |
| **2. Interpersonal skills**    | - Describe how effective communication establishes unity and clarity that drives alignment with organizational objectives.  
                                  - Explain how emotional intelligence affects the engagement and performance of people in an organization.  
                                  - Apply interpersonal skills to develop and maintain relationships that empower their leadership.  
                                  - Describe the value and process of creating a shared vision that inspires individual contribution to the achievement of an organization’s mission. |
| **3. Delivering Results**      | - Demonstrate how data-driven decision-making supports problem-solving in an organization.  
                                  - Demonstrate ownership of a desired outcome by engaging others in activities to align with an organization’s strategy.  
                                  - Examine ethical practices that minimize harm or bias in making business decisions.                                                                                             |
| **4. Leadership of Cultures**  | - Explain how leaders make ethical decisions that influence all levels of an organization and have positive social, cultural, and environmental impacts.  
                                  - Describe how leaders create a culture of care that focuses an organization on creating value for all stakeholders.                                                                 |
Technology Requirements

We want to be sure you have the tools to succeed! Review the Computer System and Technology Requirements to learn about the technology you’ll need. If you have questions about your setup, contact support@academy.wgu.edu.

You will need Adobe Acrobat Reader DC. If you haven’t already, download this free software. You may encounter an interactive form that contains fields that you can select or fill in. Review how to fill in a PDF form.

Key Contacts

Your Fellow Learners

Check out the Values-Based Leadership Lobby in the course site! In this online community, you can ask questions and explore ideas. You can connect with your fellow learners. When you use this site, you will realize that other learners may have the same questions you have. You can all benefit from learning together!

Tutor.com

If you need academic support, don’t hesitate to contact Tutor.com. There, you have access to thousands of tutors. And they are available 24/7 from any internet-ready device. You can also benefit from instructional videos, study tools, and other assistance.

Technical Support

If you encounter technical issues, be sure to contact the Help Desk. Just submit a Support Request for assistance.

Program Support

Do you have questions about your account? Student Support has answers. They can help with billing, switching courses, and other requests. You can contact them at (888) 320-0540 or support@academy.wgu.edu.

Accommodations

WGU provides compliant and accessible learning experiences. If you require accommodation, please contact us at the start of the course. You can email StudentAffairs@academy.wgu.edu or call (888) 320-0540. We are committed to ensuring that all students with disabilities have equal access to WGU’s services and materials. We strive to use best practices for accessibility. Our goal is to conform to existing U.S. laws. These include the Americans with Disabilities Act and Section 504 and Section 508 of the Rehabilitation Act. Our learning management system (LMS) platform is Open edX. Open edX’s commitment to accessible content is published on their Website Accessibility Policy.