



BRAVE Leadership Program Overview

Welcome to the BRAVE Leadership program!

Program objectives:

After completing this program, you will better be able to:

- Proactively promote mental health and wellbeing at work during times of adversity, challenge and ongoing change.
- Self-regulate your emotions, thoughts and behaviours when under stress.
- Identify and address factors that erode wellbeing (such as bias, stigma and unhealthy ways of working) within teams and across the workplace.
- Lead successful teams by meeting performance objectives while also supporting wellbeing.
- Play a key role in fostering a psychologically safe workplace culture.
- Collaborate with your team members and other leaders to problem-solve workplace challenges and leverage them into opportunities to learn and adapt.

Program structure & content:



Methodology:

Adult learning pedagogy that includes participatory learning, group work, building on your own experience, applying skills and building an action plan to take back to work. Please block your schedule to focus fully on the program.

Descriptions of each module:

Module 1: The BRAVE Leader (Half-day – 4 hours)

Description:

In module 1 you will explore the importance of mental health and wellbeing as essential to organizational success. Using experiential adult learning methodologies that build on your experiences navigating challenges and change at work, Module 1 guides you through applying the BRAVE Leadership approach as a key business strategy in the volatile and changing 21st century global context. It centers you, the people leader, as the foundation for building organizational wellbeing.

Topics include:

- Cultivating mental health and wellbeing during times of challenge and ongoing change: From reactionary leadership to BRAVE leadership
- Your BRAVE Leadership toolkit: Emotional agility and leadership self-care
- What factors impact mental health and wellbeing?
- Courageous leadership: Building self-awareness & assessing your leadership values

Module 2: The team climate (Half-day – 4 hours)

Description:

Module 2 focuses on the “how” of building a culture of kindness, compassion, inclusion and mental wellbeing amongst teams, including addressing stigma, bias and workplace exclusion. You will explore common workplace practices that erode wellbeing and strategize proactive steps to address these workplace challenges.

Topics include:

- The leaders' role in creating a culture of team wellbeing.
- Workplace practices that impact mental health and wellbeing: The 3 “traps” that erode wellbeing (behavioural, cognitive and emotional patterns) & how to create psychological safety.
- BRAVE leadership skills to support your team: Compassion, courageous communication & courageous action

Module 3: The ecosystem of organizational wellbeing (Half-day – 4 hours)

Description:

Module 3 equips you to address organizational challenges affecting mental health, wellbeing, and performance outcomes. It empowers you to leverage organizational values and BRAVE Leadership skills to drive positive change and create conditions for success for individuals, teams and the organizational whole.

Topics include:

- Organizational factors that impact mental health and wellbeing: Strategy, authority & power, and culture
- Leaders' role in influencing organizational wellbeing: Acting as an ally and advocate
- Applying BRAVE leadership skills in real world situations involving crisis, change, and uncertainty
- BRAVE Leadership action planning

Module 4: eLearning, action plan and exam (Self-led online components - approx. 3 hours)

Module 4 begins with an eLearning program (60 min) that guides you to review key ideas explored in Modules 1-3 with prompts to help you finalize your BRAVE Leadership action plan (30-45 min). The eLearning program helps you to prepare for the exam (20 questions).

Upon successful completion of all program components, including a passing grade on the exam, you will be awarded a Certificate of Completion recognized by Queen's University.