



Synthesizing Superpowers: Leading and Thriving in Diverse Teams

This course is designed to empower black leadership by building on the foundation of self-awareness and leadership skills, fostering a deep understanding of one’s unique strengths and how to leverage them in diverse teams. Through a blend of historical and contemporary examples, students will connect with mentors and learn to navigate and lead with cultural competence and excellence.

OBJECTIVES

Over the span of eight weeks, “Synthesizing Superpowers” hones the distinctive competencies of Black leadership, emotional intelligence, and team dynamics within diverse environments. The course is meticulously crafted into eight comprehensive modules that blend cultural acumen with leadership strategies. Through each module, participants engage with interactive material, real-world scenarios, and cultural studies that foster professional excellence and community upliftment.

HIGHLIGHTS

- **Develop emotional intelligence** with a focus on cultural context and mental health.
- **Deepen understanding of diversity and inclusion** through the lens of Black experiences.
- Hone effective **teamwork and leadership skills** that resonate with Black community values.
- Learn **conflict resolution strategies** that address systemic and interpersonal challenges.
- Cultivate **professional relationships and networking skills** within and beyond the Black community.
- Engage in **strategic career planning** that aligns with personal values and community advancement.

OVERVIEW

PLEASE NOTE: This course requires a minimum of 2 - 4 hours per week of engagement with course learning activities, resulting in a maximum of 32 hours to successfully earn your course badge.

MODULE 1: Internal Compass: Refining Self-Awareness Through Black Perspectives

Dive into the realm of self-awareness, using the experiences of the Black community to enhance emotional intelligence. Participants will glean wisdom from psychologists and community leaders to forge a deeper understanding of mental health and personal development.

MODULE 2: Diversity Dynamics: Inclusive Excellence

Discover the principles of diversity and inclusion through the powerful lens of Black historical and contemporary experiences. Engage with narratives that have shaped various fields and understand how to apply these insights to current professional contexts.

MODULE 3: Synergy in Teamwork: Collective Success

Learn the essence of teamwork by examining case studies from successful organizations that value collective effort. Participants will study how to integrate their unique strengths into diverse team environments for optimal performance and success.

MODULE 4: The Art of Accord: Conflict Resolution with Cultural Intelligence

Explore conflict resolution strategies informed by cultural intelligence. This module provides tools to navigate and resolve common professional challenges, particularly those faced in environments where representation is lacking.

MODULE 5: Leadership Amplified: The Servant Leader in the Black Community

Cultivate leadership skills modeled on renowned Black servant leaders. This module focuses on the power of serving one's community and leading by example to inspire change and progress.

MODULE 6: Relationship Building: Networking within Black Professional Circles

Develop key networking skills through strategic engagement with Black professionals and allies. This module emphasizes the importance of building a supportive and diverse professional network.

MODULE 7: The Superpower Synthesis: Community-Centric Application

Participate in community service and internship opportunities tailored to uplift Black communities. Real-world application is the focus, as participants apply learned skills to benefit and engage with community projects.

MODULE 8: The Strategic Self: Mapping Your Professional Journey with Purpose

Create a personalized professional development plan that aligns with individual values and the broader context of societal impact. This module is designed to set the stage for continuous growth and professional trajectory within the Black experience.

LEARNING ACTIVITIES

- Emotional Intelligence Assessments with a focus on cultural experiences.
- Diversity and Inclusion related learning activities
- Team-building Simulations
- Conflict Resolution Role-playing addressing racial and cultural nuances.
- Leadership development exercises modeled after successful Black leadership approaches.
- Networking Events with black and other diverse professional organizations.
- Career planning workshops that incorporate real-world community engagement.

Learning Engagement

- Students will engage in discussions, collaborative projects, and simulations with peers, mentors, and industry leaders, focusing on the power of diversity and the role of Black professionals in leadership.

Learning Methods

- Interactive lectures that include insights from Black industry leaders.
- Group projects that reflect the communal aspects of Black cultures.
- Personalized feedback incorporating cultural understanding.
- Scenario-based activities that reflect real-world situations in Black communities.

REQUIREMENTS AND MATERIALS

- Access to culturally diverse online learning platforms and tools.
- Reading materials from Black authors on emotional intelligence, diversity, leadership, and teamwork.
- Reflective journals for documenting personal growth and professional plans with cultural considerations.

FACULTY



CARL S. MOORE, PhD: Dr. Moore is Propel's Executive Fellow for Learning Innovation and Faculty Engagement. He is a multifaceted educator with expertise in learning science, curriculum development, instructional design, strategic planning, and organizational development. He also holds faculty affiliation at various institutions and is President and CEO of Youuniversal Luv Unlimited.