



Leadership Principles

Stepping into a leadership role requires both a new set of skills and a new mindset. How do you create the conditions that enable others to achieve individual, team, and organizational goals? What mindset do you need to adopt so your impact on others brings out their best? This course is designed to help individuals thrive as leaders, unleash the capabilities of others, and cultivate high-performing teams.

Effective leadership depends on understanding your strengths and weaknesses and enhancing your capacity to mobilize others to get things done. Harvard Business School Online's Leadership Principles course leverages self-assessments, 360° feedback from colleagues, and the perspectives of fellow learners to enable participants to build greater self-awareness and enhance the versatility of their leadership style and approach.

Through multimedia case studies and interviews with experts, participants in this program will experience wide-ranging leadership challenges and learn the tools available to address different situations capably and authentically. This course will help participants:

- **Deepen** understanding of their motivational drivers, emotional intelligence, and communication methods as a means of developing a personal leadership style
- **Apply or expand** their leadership style to meet specific challenges
- **Internalize** the levers and approaches for effective team leadership and performance
- **Coach** and share feedback in ways that allow team members to develop *and* deliver
- **Learn** techniques to handle stressful and demanding leadership situations
- **Take charge** of their own leadership development as they navigate the challenges of leadership roles

Quick Facts

- A highly interactive online program designed to help prepare individuals for leadership roles
- 4 modules of self-study with a flexible program structure
- Approximately 20-25 hours of study over 4 weeks
- Certificate of Completion from Harvard Business School Online

Who is Leadership Principles for?

Leadership Principles is designed for early or mid-career professionals who have worked mostly as individual contributors or functional specialists to prepare for leadership roles. The course is also appropriate for new leaders who are looking to become more reflective and versatile in their roles.



Syllabus

Modules	Takeaways	Key Exercises
Module 1 Taking Charge	<ul style="list-style-type: none"> Appreciate how the work of leadership is different—and how the way one sees oneself must change — in shifting from individual contributor to catalyst of others 	<ul style="list-style-type: none"> 360° assessment (Emotional and Social Competency Inventory)
Module 2 Leading Your Team	<ul style="list-style-type: none"> Learn indicators of team effectiveness and how to manage the conditions that drive team performance 	<ul style="list-style-type: none"> Deepen understanding of leadership imprint through video upload and peer feedback
Module 3 Unleashing Potential in Yourself and Others	<ul style="list-style-type: none"> Understand your leadership style and how to motivate your team 	<ul style="list-style-type: none"> Self-assessment (Personal Values Questionnaire)
Module 4 Building Robust Relationships	<ul style="list-style-type: none"> Learn techniques for coaching and delivering feedback and how to influence with and without authority Explore avenues for managing the stress of leadership 	<ul style="list-style-type: none"> Map your network Practice giving feedback and coaching in video upload

About the Harvard Business School Faculty



Joshua D. Margolis
James Dinan and Elizabeth Miller Professor of Business Administration

Professor Margolis is faculty chair of the Christensen Center for Teaching and Learning and course head for the required first-year MBA course, Leadership and Organizational Behavior. His research and teaching revolve around leadership and ethics. He has taught courses on Leadership and Organizational Behavior, Leadership and Corporate Accountability, Authentic Leader Development, and Field Immersion Experiences for Leadership Development (FIELD).



Anthony Mayo
Thomas S. Murphy Senior Lecturer of Business Administration

Professor Mayo currently teaches Leadership and Organizational Behavior and Authentic Leader Development in the MBA Program. Previously, he was the course head of FIELD, a required experiential, field-based course in the first year of the MBA program focused on leadership, globalization, and integration. He served as Director of the HBS Leadership Initiative from 2002 to 2018.