

Building Leaders  
Who Build Leaders

# Values-Based Decision Making

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**LEARNING JOURNEY**



# What is a Learning Journey?

A learning journey is a specifically designed learning experience that occurs over a period and involves a series of different learning elements and experiences involving different methods and tools.



# Possible VBDM Learning Journey



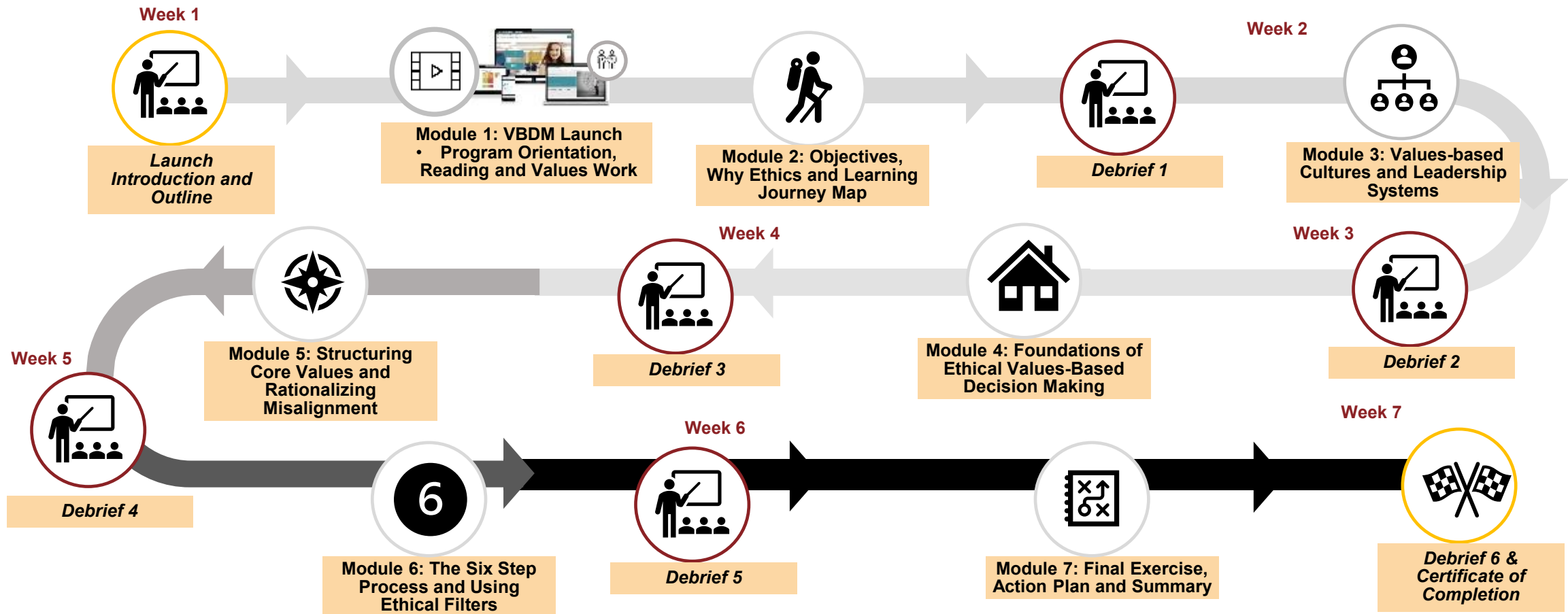
Persona	Suggested Course	VBDM Launch	Objectives, Why Ethics and Learning Journey	Values-based Cultures and Leadership Systems	Ethics, Trust and Foundations of Decision Making	Structuring Core Values and Rationalizing Misalignment	The Six-Step Process to Ethical Decision Making and Using Ethical Filters	Final Exercise, Action Plan and Summary
Executives and Sr. Leaders	<b>VBDM</b> (Organizational Leader)	✓	✓	✓	✓	✓	✓	✓
Frontline Associate/ Supervisor	<b>VBDM</b> (Self Leader)	✓	✓		✓	✓	✓	✓
Independent Learner	<b>VBDM</b> (Organizational Leader)	✓	✓	✓	✓	✓	✓	✓

# Executive / Senior Leader



A Senior Executive, or Division Leader, in a private or publicly traded organization. I am interested in building my organization into a values-based culture or learning how to lead in a values-based culture. I want to discuss what I am learning with other members of my team so we can apply what we've learned to build an aligned values-based culture.

THE VBDM (OL) LEARNING JOURNEY (With Debriefs)

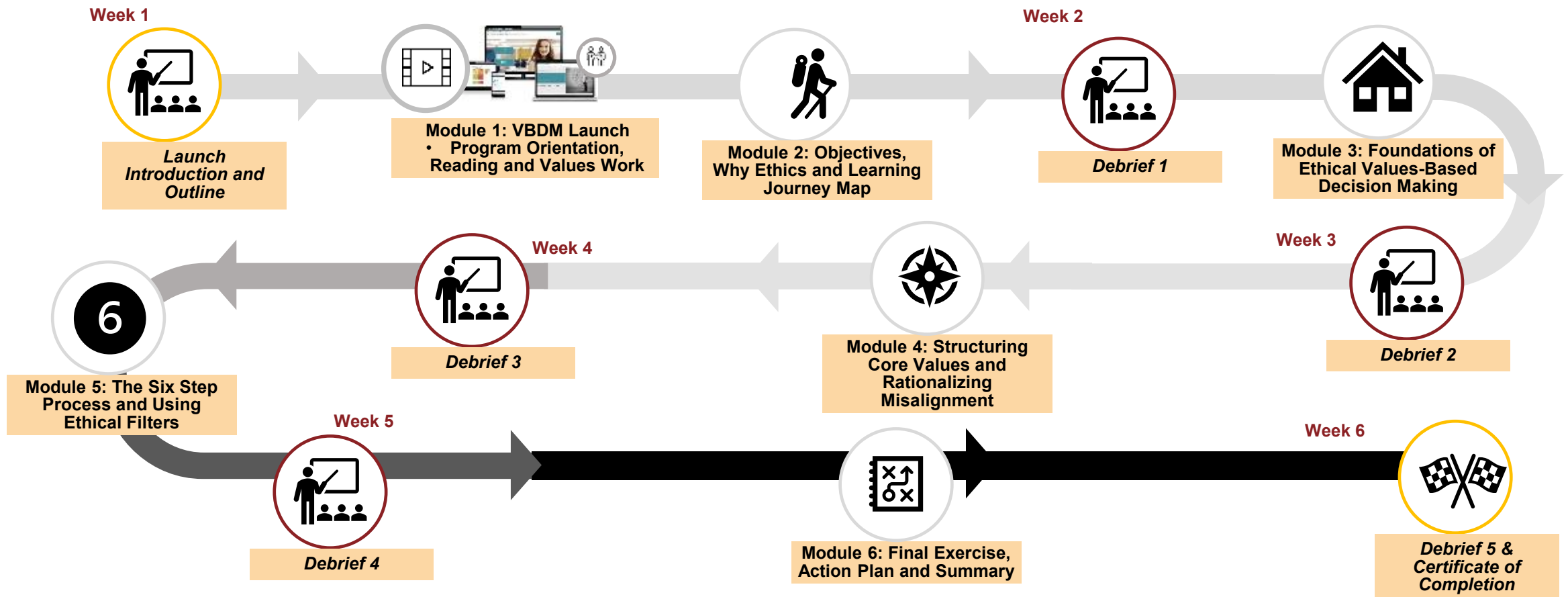


# Frontline Associate/Frontline Supervisor



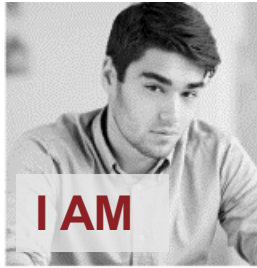
A Frontline Associate in a private or publicly traded organization. I work in a team and/or lead a small team. Our company is, or evolving to, a values-based culture. I was asked to take this training to support that journey. I am interested in learning more about the relationship between my personal core values and those of the organization. I want to know what I can expect from leaders as they model values-based leadership. I want to discuss what I learn with members of my team and management. I also want to know how I can best support the development and sustainability of a values-based culture.

THE VBDM (SL) LEARNING JOURNEY (With Debriefs)



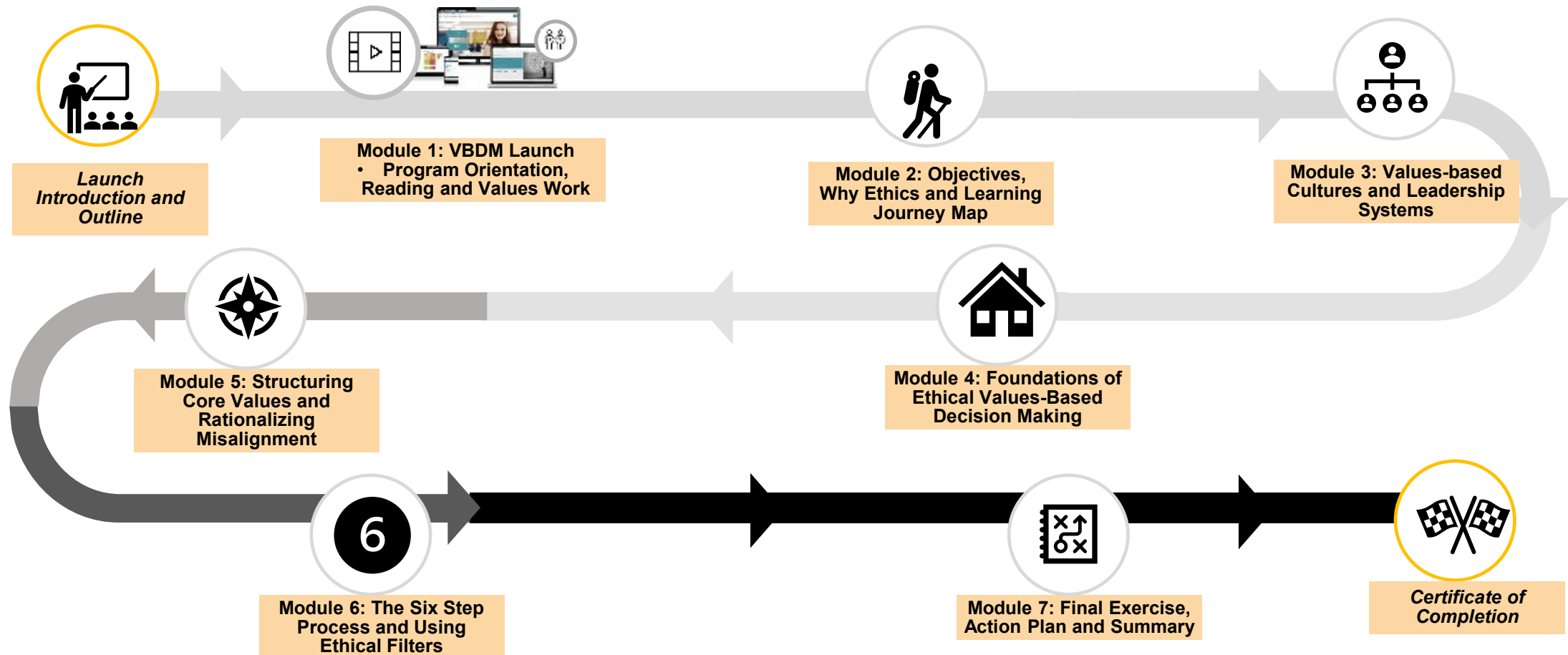


# Independent Learner



A professional or emerging professional, my background and motivations to learn varies. It is possible I am looking for my own development when it comes to my character. I may be looking to develop myself professionally, particularly regarding ethics. I am potentially motivated to learn how to critically think and clearly define my personal core values. I may also want to learn what it is like to work in a values-based culture, and what I should look for in a future employer. I also want to know and understand the pitfalls or roadblocks to good values-based cultures succeeding.

THE VBDM (OL) LEARNING JOURNEY (Without Debriefs)



There is no recommended time over which to take the training; participants can set their own pace.