The Flow System – Distributed Leadership Advanced Course (DL-A1)

Syllabus

Description of Course

The Distributed Leadership Advanced Course (DL-A1) differentiates between leader and leadership, leader development and leadership development, and leadership and management. This course provides a preview of the four evolutions of leadership models and theories, traditional, newer, collective, and global.

The concept of leadership as a shared/collective, multidiscipline, and multilevel construct is presented along with TFS hybrid model of leadership called Distributed leadership. Focus will then concentrate on identifying different types of team leadership models along with highlights on shared leadership. Strategic, instrumental, and global leadership are presented along with the concept of functional leadership and the role of a boundary spanner. The Distributed Leadership model provided in TFS connects all of the above concepts into one cohesive leadership model for organizations to use as a guide for moving into disrupted and complex environments.

Duration of Training

The Distributed Leadership Advanced Course (DL-A1) requires 16 hours of training and can be taken as a two-day in-person training session, an online live virtual class, or as an asynchronous self-paced online training using The Flow System's learning management system (LMS). This course can be taught publicly or privately to any organization.

Participants must complete the training before receiving a code allowing them to take the Distributed Leadership Advanced Course (DL-A1) assessment for accreditation. The fee for the assessment is included in the course fee for training attendees.

Participants who attend the training will have two attempts at the Distributed Leadership Advanced Course (DL-A1) assessment. Participants who wish to forgo the training and jump straight to the assessment may do so but must first

buy a code and will only have one attempt as opposed to two for people taking the training. You can buy a code below by clicking 'Take Assessment.'

Objectives of Course

This course is an introductory course and is the foundation for all of the training materials to The Flow System. After successfully completing this course participants should be able to:

- Differentiate between leader and leadership.
- Differentiate between leadership and management.
- Become familiar with positive leadership capacities and distinguish those from negative leadership capacities.
- Describe leadership as a shared construct and contrast this perspective traditional leader-follower perspectives.
- Describe different models of team leadership.
- Identify how shared leadership operates along with its benefits over traditional team leadership models.
- Describe the concept of functional leadership and the role of a boundary spanner.
- Identify the components of strategic, instrumental, and global leadership models.
- Describe the overall conceptualization of Distributed Leadership.

Outline of Course

- Introductions
- Overview (TFS, Customer 1ˢᵗ, Distributed Leadership)
- A word about leadership (What is leadership?).
- Leader versus leadership
- Leader development versus leadership development
- Positive versus negative leadership capacities
- Leadership theory trends
  - o Traditional
  - o Newer
  - o Collective
  - o Global
- Team leadership models
- Shared Leadership
- Functional leadership and the boundary spanner
- Hybrid leadership models

- o Strategic Leadership
- o Instrumental Leadership
- o Global Leadership

The Flow System Advanced Accreditation

Participants completing the Foundations (FS-1) training (in-person) or the Foundations (FS-1) course (online), or those who wish to only take the Foundations accreditation exam without participating in training or an online course, can take the exam at any time. Participants who complete training (face-to-face or online) will have two attempts at the exam. Participants who wish to forgo any training may do so and pay to take the exam. Participants who skip any training will have one chance to pass the exam. Upon passing the Foundations Exam, participants will receive a Certification of Completion for The Flow System Foundations Course. Once a Certification of Completion for The Flow System Foundations Course has been obtained, participants can continue to any of the Advanced Courses (see Figure 1). The Flow System Training Map can be found in Figure 1 provided below.
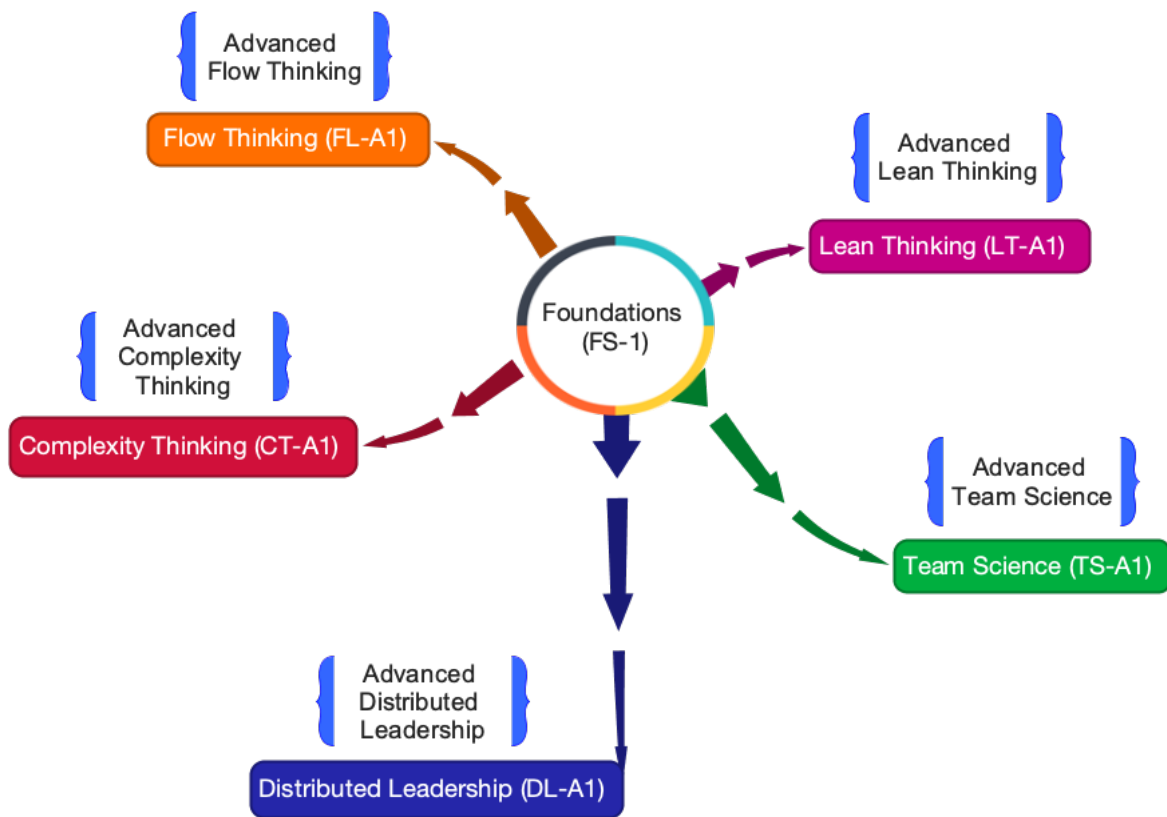
Figure 1: The Flow System Foundations and Advanced Courses

The Flow System Masters Accreditation

There are a total of five master level accreditations to choose from, one to accompany each advanced course. Once the foundations course (FS-1) and the selected advanced course has been successfully completed and the accreditation exam passed, participants can continue to take courses at the master level within the chosen advance track. Participant can only continue to the master level courses after achieving the appropriate advanced accreditation. For example, before taking any of the distributed leadership master level courses (DL-M1 through DL-M5), the foundations (FS-1) and distributed leadership advance (DL-A1) course must first be successfully completed.

The master level courses for the Distributed Leadership track include the following courses:

- Individual Leadership (DL-M1)

- Shared Leadership (DL-M2)
- Organizational Hybrid (DL-M3)
- Multiteam System Leadership (DL-M4)
- Advanced Distributed Leadership (DL-M5)

A master level accreditation in Distributed Leadership will include the following path:

1. Mastery Distributed Leadership Certificate of Completion
   a. Accredited in the Foundations (FS-1) course
   b. Accredited in the Distributed Leadership (DL-A1) Advanced course
   c. Successful completion of all 5 Mastery Distributed Leadership courses
      i. Individual Leadership (DL-M1)
      ii. Shared Leadership (DL-M2)
      iii. Organizational Hybrid (DL-M3)
      iv. Multiteam System Leadership (DL-M4)
      v. Advanced Distributed Leadership (DL-M5)
   d. Pass Mastery Distributed Leadership Accreditation Exam

Courses	Course Completion & Exam	Accreditation
Foundations Course	★	Foundations Accreditation
Advanced Course 　Distributed Leadership	★	Advanced Distributed Leadership Accreditation
Mastery Distributed Leadership Courses DL-M1 + DL-M2 + DL-M3 + DL-M4 + DL-M5	★ + ★ + ★ + ★ + ★	Mastery Distributed Leadership Accreditation

Trainers

The Flow System Foundations Course (in-person) will be administered by the co-creators of The Flow System and/or by certified TFS trainers. The online courses will only be administrated and monitored by the co-creators of The Flow System. All trainers are considered experts in their field of practice/study and have a command of the materials that are presented in The Flow System Foundations Course.

Recommended Readings

The Flow System Reading Materials include 1) *The Flow System: The Evolution of Agile and Lean Thinking in an Age of Complexity*; 2) *The Flow System Guide*; and 3) *The Flow System: Key Principles and Attributes*.

1) *The Flow System: The Evolution of Agile and Lean Thinking in an Age of Complexity*

   Available from Amazon.

   Hardback:
   https://amzn.com/1680400584/

   Kindle:
   https://amzn.com/B08NXPGMSC/

2) *The Flow System Guide*

   Available online (free)
   https://flowguides.org/index.php

   Amazon book (print-to-order)
   https://amzn.com/B085KN39FP

   Amazon Kindle Format
   https://amzn.com/B085PQFXFN/

3) *The Flow System: Key Principles and Attributes*

   Amazon book (print-to-order)
   https://amzn.com/B085DQB92N/

   Amazon Kindle Format
   https://amzn.com/B085DHFNMT/