

Pre-Work LinkedIn Learning (LiL) Course-to-Pillars Alignment

Purpose: Identify the most relevant chapters/lessons from the recommended LinkedIn Learning courses and align each selection to the program's four pillars.

Four Pillars (Program Alignment)

Pillar 1: Leadership Mindset – Identity, values, self-awareness, and intentional leadership philosophy.

Pillar 2: Communication & Influence – Influencing without authority, alignment, credibility, and stakeholder communication.

Pillar 3: Business Thinking – Business acumen, systems thinking, tradeoffs, and articulating impact.

Pillar 4: Leadership Application – Feedback, coaching, and difficult conversations—practical leadership behaviors.

Pillar 1: Leadership Mindset

Topic: Leadership mindset | Module/Course: Developing Your Leadership Philosophy

Link:

<https://www.linkedin.com/learning/developing-your-leadership-philosophy/four-aspects-leadership?u=445620770>

Why it works: Helps participants think about the type of leader they want to become; encourages self-reflection before the first workshop; creates a strong foundation for leadership mindset discussions.

Recommended chapters/lessons to assign (target: 15–30 minutes)

- Four aspects of leadership — Sets the frame for leadership philosophy and personal leadership identity.
- Leadership maxims (behavior triggers) — Introduces maxims as guardrails for decisions under pressure.
- Make your philosophy visible — Reinforces transparency and consistency through sharing and revisiting maxims.

Requirement	Course Fit
Leadership mindset	Strong – deep focus on identity, values, and self-awareness
Authentic leadership	Strong – encourages consistency, transparency, trust
Reflection & self-direction	Strong – supports intentional leadership thinking
Shared leadership language	Moderate – maxims can create memorable anchors

Where it falls short

Requirement	Course Gap
Communication & influence skills	Not explicitly taught or practiced
First-time leader readiness	Assumes prior leadership context

Length: 1 hr 33 min

Key Takeaways

- Leadership maxims are short, emotionally resonant “behavior triggers” that keep you consistent under pressure.
- Maxims act as guardrails for decisions, helping you lead yourself and your team with accountability.
- Maxims work best when you share them, live them visibly, and refresh them over time.

Recommendation:  Keep

Workshop bridge questions

- 1) Think of a recent high-pressure moment at work. What decision did you make (or avoid), and which maxim would you want ‘in your ear’ next time to drive a better outcome?
- 2) If your team could hold you accountable to just one leadership maxim, what would you choose—and what are 2 observable behaviors they should see when you’re living it (and 1 red flag when you’re not)?

Pillar 2: Communication & Influence

Topic: Communication and influence | Module/Course: Influencing Others

Link:

<https://www.linkedin.com/learning/influencing-others-26902166/the-pivot-point-of-influence?resume=false&u=445620770>

Why it works: Skills-oriented and centered on influence without formal authority; supports emerging leaders who need to influence peers, managers, and stakeholders.

Recommended chapters/lessons to assign (target: 15–30 minutes)

- The pivot point of influence — Frames influence as alignment, not authority.
- Stakeholder priorities & the “Three Rs” — Helps diagnose what matters most to different stakeholders.
- Stories vs. data — Builds persuasive communication through narrative plus evidence.
- Credibility through consistency — Reinforces integrity and reliability as the foundation for influence.

Requirement

Course Fit

Communication & influence

Very strong – core focus

Influencing without authority

Very strong – explicitly addressed

Practical tools	Strong – checklists, models, and frameworks
Business-relevant conversations	Strong – framing asks around outcomes and shared goals

Where it falls short

Requirement	Course Gap
Leadership mindset	Moderate – present, but doesn't go as deep as the Maxims course
Feedback & coaching	Indirect – listening and curiosity are addressed, but formal feedback skills are not taught

Length: 1 hr 20 min

Key Takeaways

- Influence is not about authority—it's about alignment.
- Strong influence starts with understanding others' priorities.
- Stories often influence more than data alone.
- Credibility is built through consistency and integrity.

Recommendation:  Keep

Workshop bridge questions

- 1) Think about a current situation where you need buy-in but don't have authority. Who are the key stakeholders, and which of the Three Rs matters most to them right now?
- 2) Recall a time you encountered resistance or an objection. What questions could you have asked to better understand the concern, and how might that have changed the outcome?

Pillar 3: Business Thinking

Topic: Business Thinking | Module/Course: Developing Business Acumen

Link:

<https://www.linkedin.com/learning/developing-business-acumen-28039135/the-keys-to-understanding-your-business?u=445620770>

Why it works: Supports the intent to help participants think beyond their role, understand tradeoffs/constraints, and speak credibly about business impact.

Recommended chapters/lessons to assign (target: 15–30 minutes)

- [The keys to understanding your business — Introduces how the business operates and makes money.](#)
- [Know the basics of your business](#)
- [Know your performance levers](#)
- [Define how you'll compete and win](#)

Requirement	Course Fit
Business thinking	Very strong – core focus
Preparing for capstone	Strong – introduces core business case concepts
Cross-functional awareness	Strong – functions, structure, value chain

Where it falls short

Requirement	Course Gap
Communication, influence, coaching using business language	Not explicitly taught

Length: 1 hr 7 min

Key Takeaways

- Leaders must understand how the business makes money.
- Every decision pulls a business lever.
- Business thinking requires a system view.
- Strong business understanding increases leadership credibility.

Recommendation: ☒ Keep

Workshop bridge questions

- 1) Think about a decision you've been involved in recently. Which business levers (pricing, cost, volume, risk, investment) did it affect, and how?
 - 2) If you were asked to explain the business impact of your team's work to leadership, which parts of the business model would you need to understand better?
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Pillar 4: Leadership Application

Topic: Leadership application | Module/Course: Giving and Receiving Feedback

Link:

<https://www.linkedin.com/learning/giving-and-receiving-feedback-18926015/the-art-and-science-of-feedback?u=445620770>

Why it works: Focuses on everyday feedback behaviors emerging leaders can practice immediately, reinforcing readiness for future people-leadership roles.

Recommended chapters/lessons to assign (target: 15–30 minutes)

- The art and science of feedback — Why feedback is a leadership responsibility and how to approach it.
- Mindset & receptivity — Connects growth mindset to receiving feedback productively.
- Dialogue vs. monologue — Positions feedback as two-way conversation and shared ownership.
- Habits that build credibility — Reinforces frequent, low-drama feedback as a credibility builder.

Requirement

Course Fit

Communication & influence

Indirect – helps through the lens of feedback conversations

Business thinking

Not addressed

Where it falls short

Requirement

Course Gap

Broader leadership capabilities (business thinking, influence beyond feedback)

Not explicitly addressed

Length: 33 min

Key Takeaways

- Feedback is a leadership responsibility, not a performance review event.
- How feedback is delivered matters as much as what is said.
- Growth mindset enables leaders to use feedback productively.
- Feedback works best as a dialogue, not a monologue.

Recommendation:  Keep

Workshop bridge questions

- 1) Think about recent feedback you've received. How did your mindset influence how you interpreted and acted on that feedback?
- 2) What is one change you could make to how you give feedback that would make it more useful or easier to receive?

Pillar 4: Leadership Application (Recommended Add)

Topic: Leadership application | Module/Course: Mastering Difficult Conversations

Link:

<https://www.linkedin.com/learning/having-difficult-conversations-2018/difficult-conversations-21028834?u=445620770>

Why it works: Prepares emerging leaders for emotionally charged, high-stakes conversations they face before and after promotion; lends itself to practice and role-play.

Recommended chapters/lessons to assign (target: 15–30 minutes)

- Difficult conversations — Normalizes difficulty and frames as leadership responsibility.
- Variables: situation, relationship, power, emotion — Diagnose what makes a conversation hard and plan accordingly.
- Managing resistance & emotion — Techniques to stay grounded and keep progress moving.
- Listening as prerequisite for influence — Builds empathy and de-escalation skills for productive outcomes.

Requirement

Communication & influence

Feedback & coaching

Leadership mindset

Workshop readiness

Course Fit

Strong – core focus on high-stakes communication

Strong – applies to corrective and developmental conversations

Moderate – reframes conflict and leadership responsibility

Very strong – lends itself to role-play and practice

Length: 1 hr 3 min

Key Takeaways

- Difficult conversations are a leadership responsibility, not a failure.
- Power, emotion, and relationships shape how conversations unfold.
- Resistance is normal and manageable.
- Strong listening is a prerequisite for influence.

Recommendation:  Add

Workshop bridge questions

- 1) Think about a conversation you've been avoiding. Which variables (situation, relationship, power, emotion) are making it difficult, and why?
 - 2) When someone resists or reacts emotionally, which response do you typically default to, and how might a different approach change the outcome?
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