



EXTREME OWNERSHIP ONBOARDING PROGRAM

////////////////////////////////////

This is a **6-week** course designed to quickly introduce your New Employees to leadership the Extreme Ownership way. This course is fully contained within our *EO Academy* platform allowing onboarding managers to easily track progress and ensure full participation. Each week consists of 4 phases - Learn, Reflect, Engage, and Apply.

- **Learn:** Participants will complete course modules and recommended reading assignments.
- **Reflect:** Participants will respond to self-reflective questions based on what they learned.
- **Engage:** Participants will engage in a team meeting using carefully curated discussion guides to generate meaningful conversation around what was learned that week.
- **Apply:** Participants will be challenged with a specific call to action each week on which they must act and debrief in the course.

Glossary

Dichotomy of Leadership = DOL

Extreme Ownership = EO

Leadership Strategy and Tactics = LSAT



MODULE 1: EXTREME OWNERSHIP

LEARN

- **Required:** Complete the EO Academy Modules | ~ 3 Hours
 - Extreme Ownership - EO 101
 - Extreme Ownership Framework Course
- **Recommended:** Read the **EO Book Chapter 1** and **LSAT Book Part 1: 1.H and 2.D** | ~ 30 Minutes

REFLECT

- **Required:** Respond to Reflection Questions for Week 1 | ~ 30 Minutes

ENGAGE

- **Required:** Participate in Week 1 Team Meeting | 60 Minutes

APPLY

- **Required:** Implement the Week 1 Leadership Challenge
- **Required:** Document your Debrief on the Challenge

MODULE 3: TEAMWORK

LEARN

- **Required:** Complete the EO Academy Modules | ~ 2 Hours
 - Cover and Move - EO 105
 - Relationships course
- **Recommended:** Read the **EO Book Chapter 5**, **LSAT Book Part 1: 1.E, 1.F and 2.B** | ~ 30 Minutes

REFLECT

- **Required:** Respond to Reflection Questions for Week 3 | ~ 30 Minutes

ENGAGE

- **Required:** Participate in Week 3 Team Meeting | 60 Minutes

APPLY

- **Required:** Implement the Week 3 Leadership Challenge
- **Required:** Document your Debrief on the Challenge

MODULE 2: HUMILITY

LEARN

- **Required:** Complete the EO Academy Modules | ~ 2 Hours
 - Check the Ego - EO 104
 - Humble Not Passive - DOL 111
- **Recommended:** Read the **EO Book Chapter 4** and **DOL Book Chapter 11** | **LSAT Book Part 1: 1.J, Part 2: 5.C** | ~ 40 Minutes

REFLECT

- **Required:** Respond to Reflection Questions for Week 2 | ~ 30 Minutes

ENGAGE

- **Required:** Participate in Week 2 Team Meeting | 60 Minutes

APPLY

- **Required:** Implement the Week 2 Leadership Challenge
- **Required:** Document your Debrief on the Challenge

MODULE 4: EFFECTIVE COMMUNICATION

LEARN

- **Required:** Complete the EO Academy Modules | ~ 2 Hours
 - Simple - EO 106
 - The Readback course
- **Recommended:** Read the **EO Book Chapter 6** | ~ 20 Minutes

REFLECT

- **Required:** Respond to Reflection Questions for Week 4 | ~ 30 Minutes

ENGAGE

- **Required:** Participate in Week 4 Team Meeting | 60 Minutes

APPLY

- **Required:** Implement the Week 4 Leadership Challenge
- **Required:** Document your Debrief on the Challenge



MODULE 5: PRIORITIZE AND EXECUTE

LEARN

- **Required:** Complete the EO Academy Modules |
~ 2 Hours
 - Prioritize and Execute - EO 107
 - The Debrief course
- **Recommended:** Read the **EO Book Chapters 7, LSAT Book Part 1: 2.L** |
~ 40 Minutes

REFLECT

- **Required:** Respond to Reflection Questions for Week 5 |
~ 30 Minutes

ENGAGE

- **Required:** Participate in Week 5 Team Meeting | 60 Minutes

APPLY

- **Required:** Implement the Week 5 Leadership Challenge
- **Required:** Document your Debrief on the Challenge

MODULE 6: LEADING UP AND DOWN THE CHAIN

LEARN

- **Required:** Complete the EO Academy Modules |
~ 2 Hours
 - Decentralized Command - EO 108
 - Leading Up and Down the Chain of Command - EO 110
- **Recommended:** Read the **EO Book Chapters 8, 10 LSAT Book Part 2 1.A, 1.F** |
~ 40 Minutes

REFLECT

- **Required:** Respond to Reflection Questions for Week 6 |
~ 30 Minutes

ENGAGE

- **Required:** Participate in Week 6 Team Meeting | 60 Minutes

APPLY

- **Required:** Implement the Week 6 Leadership Challenge
- **Required:** Document your Debrief on the Challenge

