

# **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.

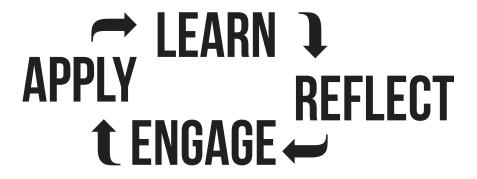
- Learn: Participants will complete course modules and recommended reading assignments.
- **Reflect:** Participants will respond to self-reflective questions based on what they learned.
- Engage: Participants will engage in a team meeting using carefully curated discussion guides to generate meaningful 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
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## **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

