

True Colors Leadership Handbook Online PDF

true colors leadership handbook: A Comprehensive Guide to Unlocking Your Leadership Potential

In today's dynamic and diverse workplace, effective leadership extends beyond traditional authority and encompasses understanding, embracing, and leveraging individual differences. The True Colors Leadership Handbook serves as a valuable resource for leaders seeking to foster authentic relationships, enhance team collaboration, and create a positive organizational culture. By focusing on personal awareness and the appreciation of others' unique strengths, this handbook provides practical tools and insights to develop a more inclusive and effective leadership style.

What Is the True Colors Leadership Model?

Overview of the True Colors Framework

The True Colors model is a personality assessment and leadership tool designed to identify and understand individual behavioral styles. Developed by Don Lowry in the 1970s, it categorizes personalities into four primary colors, each representing distinct traits, communication styles, and motivations:

- Gold: Organized, responsible, and dependable
- Green: Analytical, logical, and innovative
- Blue: Compassionate, empathetic, and supportive
- Orange: Energetic, spontaneous, and adventurous

The Core Principles of True Colors in Leadership

The handbook emphasizes that effective leaders:

- Recognize their dominant color and associated strengths
- Understand and appreciate the colors of team members
- Adapt their leadership approach to meet diverse needs
- Foster an environment of trust, respect, and collaboration

Key Components of the True Colors Leadership Handbook

Self-Awareness and Personal Development

Understanding your own True Colors is the first step toward becoming a more effective leader. The handbook guides readers through:

- Conducting personal assessments to identify their primary color
- Reflecting on how their traits influence leadership style
- Recognizing areas for growth and development

Recognizing and Valuing Diversity in Teams

A cornerstone of the True Colors approach is valuing individual differences. The handbook encourages leaders to:

- Identify the True Colors of team members
- Appreciate the unique strengths each person brings
- Avoid one-size-fits-all management strategies

Building Effective Communication Strategies

Effective communication is vital for leadership success. The handbook provides tailored communication tips for each color:

- Gold: Clear, structured, and detail-oriented communication
- Green: Logical, data-driven, and concise messaging
- Blue: Warm, empathetic, and relational conversations
- Orange: Exciting, spontaneous, and informal interactions

Conflict Resolution and Team Dynamics

Understanding True Colors helps in resolving conflicts and strengthening team cohesion. The handbook offers techniques such as:

- Recognizing differing conflict styles based on colors
- Mediating disagreements by addressing underlying needs
- Facilitating team activities that promote understanding and synergy

Practical Steps to Implement True Colors Leadership Principles

Step 1: Conduct Personal and Team Assessments

- Use True Colors inventories to identify individual styles
- Encourage team members to share their results
- Discuss how diverse colors can complement each other

Step 2: Develop Tailored Leadership Strategies

- Adapt leadership approaches based on team members' colors
- Provide personalized feedback and encouragement
- Create opportunities for members to utilize their strengths

Step 3: Foster an Inclusive Culture

- Promote open dialogue about personality differences
- Celebrate diversity of thought and perspective
- Implement team-building activities aligned with True Colors

Step 4: Continuous Learning and Growth

- Reassess periodically to track progress
- Offer training sessions on emotional intelligence and communication
- Encourage reflection on leadership challenges and successes

Benefits of Using the True Colors Leadership Handbook

Enhanced Self-Awareness

Leaders gain insights into their behaviors and how they impact others, leading to more authentic leadership.

Improved Team Collaboration

Understanding team members' colors fosters empathy, reduces misunderstandings, and boosts productivity.

Increased Flexibility and Adaptability

Leaders learn to modify their style to suit different situations and individuals, enhancing effectiveness.

Stronger Organizational Culture

Promoting diversity and inclusion through True Colors principles cultivates a positive and resilient workplace environment.

Common Challenges and How to Overcome Them

Resistance to Personality Assessments

Challenge: Some team members may be skeptical about personality tests.

Solution: Emphasize the benefits of self-awareness and team cohesion; frame assessments as tools for growth rather than labels.

Overgeneralization of Colors

Challenge: Stereotyping team members based solely on their color.

Solution: Remember that True Colors is a guide, not a box?individuals may exhibit traits from multiple colors.

Maintaining Consistency

Challenge: Applying True Colors principles consistently over time.

Solution: Incorporate regular check-ins, ongoing training, and feedback mechanisms.

Integrating True Colors into Leadership Development Programs

Training Workshops

- Conduct interactive sessions to familiarize leaders and teams with the model
- Use role-playing scenarios to practice tailored communication

Coaching and Mentoring

- Pair leaders with coaches trained in True Colors
- Develop personalized leadership development plans

Organizational Policies

- Embed True Colors principles into performance evaluations
- Promote policies that support diversity and inclusion

Conclusion

The True Colors Leadership Handbook is more than just a personality assessment tool; it is a comprehensive guide to cultivating authentic, empathetic, and adaptable leadership. By embracing the diversity of colors within oneself and others, leaders can build stronger teams, foster a more inclusive culture, and achieve organizational success. Whether you are a seasoned leader or just beginning your leadership journey, integrating True Colors principles will enhance your ability to connect, motivate, and inspire others to reach their full potential.

Additional Resources

- Books on True Colors and personality-based leadership
- Online assessments and training modules
- Workshops and seminars on emotional intelligence and team dynamics

By understanding and applying the insights from the True Colors Leadership Handbook, you can transform your leadership approach and create a workplace where every individual's unique strengths are recognized and valued.

True Colors Leadership Handbook is an insightful resource that offers a transformative approach to understanding leadership through the lens of personality colors. Rooted in the popular True Colors personality profiling system, this handbook delves into how individuals can harness their innate traits to become more effective, authentic, and empathetic leaders. Whether you're a seasoned executive, a team manager, or someone aspiring to develop leadership skills, this book provides practical tools and perspectives to elevate your leadership style. Its emphasis on self-awareness, interpersonal dynamics, and organizational culture makes it a valuable addition to any leadership development library.

Overview of the True Colors System

The core of the True Colors Leadership Handbook is based on the True Colors personality profiling

system, which categorizes individuals into four primary color types: Gold, Green, Orange, and Blue. Each color represents distinct personality traits, communication styles, and motivational drivers.

Understanding the Four Colors

- Gold: Organized, dependable, responsible, and goal-oriented. Golds value structure, rules, and traditions.
- Green: Analytical, innovative, curious, and strategic thinkers. Greens thrive on logic and problem-solving.
- Orange: Energetic, spontaneous, adventurous, and competitive. Oranges seek excitement and action.
- Blue: Compassionate, empathetic, nurturing, and relationship-focused. Blues prioritize harmony and emotional connection.

The handbook emphasizes that while individuals may predominantly identify with one color, most people exhibit traits from multiple categories. Recognizing these nuances is vital for effective leadership.

Key Features of the True Colors Leadership Handbook

The handbook is designed to be practical, engaging, and applicable across various leadership contexts. Its features include:

- Clear explanations of each color's traits and how they influence leadership behavior.
- Strategies for leveraging your primary color to lead effectively.
- Techniques for understanding and working with other color types.
- Real-world case studies illustrating successful application of the True Colors principles.
- Self-assessment tools to help readers identify their dominant color and areas for growth.
- Action plans for developing leadership skills aligned with your personality style.

Applying True Colors to Leadership Development

Self-Awareness and Authenticity

One of the main strengths of the True Colors Leadership Handbook is its focus on self-awareness. Recognizing your dominant personality color allows leaders to understand their natural tendencies, strengths, and potential biases. For instance:

- A Gold leader might excel in organizational management but need to be mindful of rigidity.
- A Green leader may bring innovative ideas but should work on effective communication with team members who prefer structure.
- An Orange leader's enthusiasm can energize teams but might sometimes overlook details.
- A Blue leader's empathy fosters strong relationships but may struggle with decisiveness under pressure.

By embracing their true colors, leaders can develop authenticity, which in turn builds trust and credibility.

Building Effective Teams

Understanding the diverse colors within a team enables leaders to craft balanced, synergistic teams. The handbook provides guidance on:

- Recognizing each team member's color to tailor communication and motivation strategies.
- Creating an environment where different personality types complement each other.
- Managing conflicts that arise from differing traits, such as a Blue's sensitivity versus an Orange's spontaneity.
- Encouraging mutual respect and appreciation for diverse working styles.

Communication Strategies

Effective communication is central to leadership success. The handbook offers color-specific communication tips, such as:

- Golds appreciate clear expectations and detailed plans.
- Greens respond well to logical reasoning and data.
- Oranges prefer quick, energetic exchanges and action-oriented messages.
- Blues value heartfelt conversations and emotional acknowledgment.

By adapting communication styles, leaders can foster engagement and reduce misunderstandings.

Strengths of the True Colors Leadership Handbook

- Practical and Actionable: The book provides concrete strategies that leaders can immediately implement.
- User-Friendly Language: Its accessible writing style makes complex psychological concepts

easy to grasp.

- Versatile Application: Suitable for leadership in corporate, non-profit, educational, and community settings.
- Focus on Self-Development: Encourages leaders to continually assess and grow in alignment with their personality style.
- Emphasis on Empathy and Relationship Building: Recognizes that effective leadership is rooted in understanding and connecting with others.

Limitations and Areas for Improvement

While the handbook offers many strengths, certain limitations should be acknowledged:

- Simplification of Complex Personalities: The four-color model, while useful, may oversimplify human complexity and overlook cultural or situational influences.
- Potential for Stereotyping: Rigidly assigning traits to colors might lead to stereotyping if not used flexibly.
- Limited Depth on Cultural Variations: The book primarily reflects Western perspectives and may not fully account for cultural differences in leadership styles.
- Risk of Labeling: Leaders might box themselves into a particular color, hindering growth or adaptability.
- Less Focus on Conflict Resolution: While understanding personalities aids in conflict management, the handbook could delve deeper into resolving interpersonal conflicts.

Who Should Read the True Colors Leadership Handbook?

This handbook is suitable for a broad audience, including:

- Emerging leaders seeking to understand themselves better.
- Experienced managers aiming to refine their leadership approach.
- Human resource professionals designing training programs.
- Coaches and consultants working with leadership development.
- Teams aiming to improve collaboration and communication.

Its emphasis on self-awareness and interpersonal understanding makes it a versatile tool across various leadership levels.

Conclusion: Is the True Colors Leadership Handbook Worth It?

The True Colors Leadership Handbook stands out as a practical, accessible guide that bridges

personality psychology and effective leadership. Its strengths lie in its simplicity, relatable framework, and focus on authentic leadership. By helping leaders identify their natural tendencies and understand their team members' diverse traits, it fosters a more empathetic, adaptable, and effective leadership style.

However, like any model, it should be used as a guide rather than a rigid classification. Leaders should remain aware of the nuances and avoid pigeonholing themselves or others based solely on color categories. When integrated thoughtfully, the principles of the True Colors system can significantly enhance leadership effectiveness, team cohesion, and organizational culture.

In summary, if you're looking for a straightforward yet profound approach to understanding yourself and your team better, the True Colors Leadership Handbook is a valuable resource worth exploring. Its emphasis on authenticity, empathy, and practical application makes it a compelling addition to any leader's toolkit.

Question What is the main focus of the 'True Colors Leadership Handbook'? The handbook centers on helping leaders understand and leverage diverse personality types to improve team dynamics, communication, and leadership effectiveness. **Answer** How does the 'True Colors' model classify personality types? It categorizes individuals into four primary colors: Gold, Blue, Green, and Orange, each representing different personality traits and leadership styles. Can the 'True Colors Leadership Handbook' be used for team building? Yes, it provides tools and strategies for team development by helping members recognize and appreciate each other's strengths and differences. Is the 'True Colors' approach applicable in corporate leadership settings? Absolutely, it is widely used in corporate environments to enhance leadership skills, improve communication, and foster a collaborative culture. What are some practical exercises included in the handbook? The handbook offers activities such as personality assessments, group discussions, and scenario-based role plays to apply the True Colors concepts. How does understanding 'True Colors' improve conflict resolution? By recognizing different personality styles, leaders can address conflicts more empathetically and find tailored solutions that resonate with all parties. Is the 'True Colors Leadership Handbook' suitable for new leaders? Yes, it provides foundational insights into leadership styles and interpersonal skills that are beneficial for emerging leaders. Can 'True Colors' help in personal development beyond leadership? Definitely, it promotes self-awareness and emotional intelligence, which are valuable for personal growth and improving relationships. Where can I access or purchase the 'True Colors Leadership Handbook'? The handbook is available through various online retailers, educational institutions, and directly from the True Colors International website.

Related keywords: leadership development, emotional intelligence, authentic leadership, personal growth, effective communication, self-awareness, team management, leadership strategies, confidence building, interpersonal skills

JOHN MAXWELL LEADERSHIP BIBLE

John Maxwell Leadership Bible

John Maxwell Leadership Bible is a comprehensive resource that combines the timeless wisdom of the Bible with the practical insights of one of the world's most influential leadership thinkers, John Maxwell. This unique edition aims to inspire, instruct, and equip readers to lead with integrity, humility, and purpose by integrating biblical principles with leadership development concepts. It serves as a valuable tool for pastors, church leaders, business professionals, and anyone seeking to develop their leadership skills grounded in biblical truth.

The Origin and Purpose of the John Maxwell Leadership Bible

Who is John Maxwell?

John Maxwell is a renowned leadership expert, speaker, and author who has written numerous books on leadership and personal development. His teachings emphasize the importance of character, influence, and service in effective leadership. With a career spanning over five decades, Maxwell has impacted millions worldwide through his seminars, books, and coaching programs.

Why a Leadership Bible?

The idea behind the John Maxwell Leadership Bible is to bridge the gap between spiritual growth and leadership development. It recognizes that biblical principles are foundational to effective leadership and seeks to highlight these principles within the context of Scripture. The goal is to help readers see leadership as a calling rooted in faith, service, and integrity.

Target Audience

This Bible is designed for:

- Church leaders, pastors, and ministry workers
- Business leaders and entrepreneurs
- Students and emerging leaders
- Anyone interested in integrating biblical principles into their leadership journey

Features of the John Maxwell Leadership Bible

Biblical Integration

The Bible features extensive annotations, notes, and commentary that connect Scripture passages with leadership principles. These insights often include Maxwell's own leadership lessons, making the Bible relevant to contemporary leadership challenges.

Leadership Principles and Concepts

Throughout the text, readers find leadership principles derived from biblical characters and stories. These principles are often summarized and explained to encourage practical application.

Devotional and Reflective Sections

The Bible includes devotionals and reflective prompts aimed at fostering personal growth and character development, emphasizing the importance of integrity, humility, and service.

Special Sections and Resources

- Profiles of biblical leaders such as Moses, David, Esther, and Paul, highlighting their leadership qualities
- Practical leadership tips and challenges
- Inspirational quotes and testimonials from John Maxwell

Core Leadership Principles in the John Maxwell Leadership Bible

Influence is Fundamental

Maxwell emphasizes that leadership is about influence, not position. The Bible consistently demonstrates that true leadership is rooted in influence gained through character, trust, and service.

Servant Leadership

One of Maxwell's key teachings, mirrored in biblical figures like Jesus Christ, is the concept of servant leadership – leading by serving others and putting their needs above oneself.

Character and Integrity

The Bible underscores the importance of character in leadership. Maxwell highlights that integrity, honesty, and humility are essential qualities for effective leadership.

Development and Growth

Effective leaders are lifelong learners. The Bible encourages continuous spiritual growth, wisdom, and skill development, which Maxwell advocates as vital for leadership success.

Vision and Purpose

A clear vision rooted in biblical values guides effective leadership. Leaders are called to inspire others and pursue their purpose with faith and conviction.

How the John Maxwell Leadership Bible Enhances Leadership Development

Teaching through Scripture

By integrating leadership lessons directly into biblical text, the Bible helps readers see the relevance of Scripture to real-world leadership issues.

Practical Application

The annotations include actionable steps, reflection questions, and leadership challenges designed to help readers implement biblical principles in their personal and professional lives.

Encouragement and Inspiration

The Bible provides stories of perseverance, faith, and overcoming adversity, inspiring leaders to remain resilient and steadfast in their calling.

Building Character and Influence

Maxwell's emphasis on character development aligns with biblical teachings, helping leaders cultivate qualities that earn trust and influence.

How to Use the John Maxwell Leadership Bible Effectively

Personal Devotion and Study

Use the Bible for daily devotionals, focusing on leadership themes and reflecting on how biblical principles apply to your life.

Leadership Training and Teaching

Leaders can incorporate insights from this Bible into sermons, leadership training sessions, or mentoring programs.

Reflective Journaling

Keep a journal of leadership insights, personal growth goals, and answered prayer requests inspired by Scripture passages and annotations.

Group Study and Discussion

Facilitate group discussions around biblical stories of leadership, using Maxwell's notes to prompt reflection and dialogue.

Impact and Reception of the John Maxwell Leadership Bible

Positive Feedback

Many readers appreciate how the Bible makes leadership principles accessible and applicable, especially for those in ministry and organizational leadership.

Educational Value

It is widely used in leadership seminars, church leadership training, and academic settings for its integration of biblical wisdom and leadership development.

Criticisms and Considerations

Some critics argue that it emphasizes leadership principles sometimes at the expense of the spiritual depth of Scripture. However, proponents believe it enriches understanding by connecting faith and leadership.

Conclusion

The John Maxwell Leadership Bible stands out as a transformative resource that marries biblical truth with leadership principles. It encourages believers and leaders alike to pursue excellence rooted in faith, integrity, and service. Whether used for personal growth, leadership development, or teaching, this Bible offers valuable insights that can inspire and equip individuals to lead with purpose and impact. As Maxwell often emphasizes, true leadership begins with character and influence, guided by biblical principles that stand the test of time.

John Maxwell Leadership Bible: A Comprehensive Review

The John Maxwell Leadership Bible stands out as a transformative resource for those seeking to deepen their understanding of leadership through biblical principles. Combining Maxwell's

renowned leadership insights with the timeless wisdom of Scripture, this Bible serves as both a spiritual guide and a leadership development tool. In this review, we will explore the various features, strengths, and potential uses of this unique edition, providing an in-depth perspective for pastors, leaders, students, and anyone interested in integrating leadership principles with biblical teachings.

Introduction to the John Maxwell Leadership Bible

The John Maxwell Leadership Bible is more than just a standard Bible; it is a curated leadership manual infused with biblical references, commentary, and practical leadership lessons. Created through a collaboration between Maxwell and several biblical scholars, this Bible aims to inspire leaders to lead with integrity, humility, and purpose, grounded firmly in Scripture.

Key Aspects:

- Incorporation of Maxwell's leadership principles
- Extensive biblical annotations and commentary
- Leadership-focused study resources
- Designed for personal growth and leadership development

Design and Presentation

Physical Aspects and Layout

The physical presentation of the John Maxwell Leadership Bible is thoughtfully designed to enhance the reading and study experience:

- Durable Cover and Binding: Usually available in hardcover, built to withstand regular use.
- Readable Font: Clear, large print that minimizes eye strain, facilitating prolonged study sessions.
- Color-Coded Sections: Helps differentiate between biblical text, commentary, and leadership insights.
- High-Quality Paper: Reduces glare and enhances durability.

Visual Elements and Navigation

Navigation is key in a resource-rich Bible like this:

- Tabbed Sections: Easy access to different books of the Bible.
- Icons and Symbols: Indicate leadership themes or specific commentary notes.
- Thematic Highlights: Emphasize leadership qualities such as integrity, humility, perseverance, and vision.

Features and Content

Leadership Principles Integrated with Scripture

One of the core strengths of this Bible is how it seamlessly integrates Maxwell's leadership principles with biblical narratives. Some of the key principles include:

- Servant Leadership
- Influence and Impact
- Integrity and Character
- Vision and Purpose
- Resilience and Perseverance

Each principle is linked to relevant Scripture passages, providing a biblical foundation for leadership concepts.

Commentary and Explanations

The annotations and commentary sections are tailored to elucidate:

- The context of biblical stories related to leadership
- Practical leadership lessons from biblical figures such as Moses, David, Paul, and Jesus
- Modern leadership applications drawn from biblical examples

These insights help readers understand how biblical leadership models can be applied in contemporary settings.

Leadership Devotionals and Study Guides

The Bible includes devotionals designed to:

- Cultivate leadership virtues
- Encourage personal reflection

- Provide actionable steps for leadership growth

Additionally, study guides challenge readers to assess their leadership style and spiritual maturity.

Special Sections and Resources

- Profiles of Biblical Leaders: Detailed summaries of figures like Abraham, Joseph, Esther, and others, highlighting their leadership qualities.
- Leadership Traits in Scripture: Lists and explanations of traits such as faith, courage, patience, and humility, with corresponding Scripture references.
- Practical Leadership Tips: Short, impactful advice sections that tie biblical lessons with modern leadership challenges.

Strengths of the John Maxwell Leadership Bible

Holistic Approach to Leadership and Faith

Unlike typical study Bibles that focus solely on theological or doctrinal content, this Bible emphasizes leadership development as an integral part of spiritual growth. It encourages readers to lead effectively while remaining rooted in biblical truth.

Action-Oriented Content

The practical insights and leadership applications motivate readers to implement biblical principles in everyday life, whether in the workplace, community, or church.

Expert Collaboration

Combining Maxwell's leadership expertise with biblical scholarship results in well-researched, insightful commentary that balances practical advice with theological accuracy.

Suitable for Diverse Audiences

From pastors and church leaders to business professionals and students, the Bible's multifaceted content makes it a versatile resource.

Encourages Personal Reflection and Growth

The devotionals and reflective questions foster introspection, helping individuals align their leadership style with biblical values.

Potential Limitations and Considerations

While the John Maxwell Leadership Bible offers many benefits, it's also important to consider some limitations:

- Focus on Leadership: Those primarily interested in theological study might find the leadership sections less comprehensive.
- Requires Prior Knowledge: To maximize its benefits, readers should have some familiarity with biblical stories and leadership concepts.
- Price Point: As a specialty Bible, it may be priced higher than standard editions, which could be a consideration for some buyers.
- Not a Replacement for Deep Theological Study: It complements but does not replace traditional theological or biblical commentaries.

Ideal Users and Use Cases

The versatility of the John Maxwell Leadership Bible makes it suitable for various contexts:

- Church Leaders and Pastors: As a resource for sermon preparation and leadership training.
- Business and Organizational Leaders: To draw biblical insights for ethical leadership and influence.
- Leadership Development Programs: As a foundational tool for integrating faith and leadership.
- Personal Growth: For individuals seeking to align their leadership style with biblical principles.

Conclusion: Is the John Maxwell Leadership Bible Worth It?

The John Maxwell Leadership Bible is a powerful resource that bridges the gap between faith and leadership. Its rich content, practical insights, and biblical grounding make it an invaluable tool for anyone committed to leading with integrity, influence, and purpose. Whether used for personal devotion, leadership training, or as a teaching resource, this Bible encourages a holistic approach to leadership rooted in Scripture.

For those eager to explore how biblical principles can shape and enhance their leadership journey, the John Maxwell Leadership Bible offers clarity, inspiration, and actionable wisdom. Its blend of Maxwell's leadership expertise and biblical scholarship makes it a compelling addition to any leader's library, fostering growth both spiritually and professionally.

Final Verdict:

If you are looking for a Bible that not only deepens your understanding of Scripture but also helps you become a more effective and principled leader, the John Maxwell Leadership Bible is highly recommended. It transforms biblical stories into practical lessons, empowering you to lead with faith, character, and influence in every area of life.

Question What is the 'John Maxwell Leadership Bible' and how does it integrate leadership principles with biblical teachings? The 'John Maxwell Leadership Bible' combines the insights of leadership expert John Maxwell with the biblical text, providing readers with leadership principles, relevant scriptures, and practical applications to develop their leadership skills rooted in biblical wisdom. How can the 'John Maxwell Leadership Bible' help believers become more effective leaders? It offers leadership insights based on biblical stories and teachings, helping believers develop qualities like integrity, influence, and servant leadership, while providing actionable steps and reflections to apply in personal and professional contexts. What are some key features of the 'John Maxwell Leadership Bible' that make it a valuable resource? Key features include leadership principles highlighted alongside scripture, personal reflection questions, leadership tips from John Maxwell, and real-life examples that connect biblical teachings to modern leadership challenges. Is the 'John Maxwell Leadership Bible' suitable for both spiritual growth and leadership development? Yes, it is designed to foster spiritual growth while enhancing leadership skills, making it a valuable resource for individuals seeking to grow as followers of Christ and as effective leaders in various spheres of life. Can I use the 'John Maxwell Leadership Bible' for group study or leadership training programs? Absolutely; its structured reflections, discussion questions, and leadership principles make it an excellent resource for group Bible studies, leadership training, or personal study focused on integrating faith and leadership.

Related keywords: John Maxwell, leadership, Bible study, Christian leadership, leadership principles, spiritual growth, leadership development, biblical leadership, leadership quotes, leadership training

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