

LEADING BEYOND EGO



GENTEX[®]
TRAINING CENTER



Introduction

Leading Beyond Ego Training Course helps leaders recognise when ego starts driving decisions and learn to lead from purpose instead. Ego shows up quietly: taking credit, resisting feedback, needing to be right, or protecting a position rather than a result. Leaders who lead beyond ego make better decisions, build stronger teams, and earn trust that survives disagreement. This program builds that capability through structured self-examination and practical leadership practice. It covers self-awareness, humility, feedback, accountability, and psychological safety. As a result, participants learn to separate identity from outcomes and act in the organisation's interest.

Leading Beyond Ego Course Objectives

- Identify ego-driven patterns and their effect on decisions.
- Apply emotional intelligence and self-regulation to leadership behaviour.
- Distinguish confidence from arrogance in daily practice.
- Practise servant and level 5 leadership principles.
- Receive feedback with curiosity rather than defensiveness.
- Apply the accountability ladder to own outcomes honestly.
- Delegate credit and share recognition deliberately.
- Build psychological safety where challenge is welcome.
- Apply the PLUS ethical decision-making model to self-interest conflicts.
- Build humility habits through structured reflection.

Course Methodology

- Facilitated sessions built around real leadership dilemmas.
- Diagnostic self-assessment of ego and self-awareness patterns.
- Role-play of feedback, disagreement, and shared-credit situations.

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- Case studies of leaders who succeeded and failed through ego.
- Group exercises in accountability and recognition practice.
- Simulation of difficult decisions under personal pressure.
- Peer feedback, reflection, and a personal humility action plan.

Who Should Take This Course

- Managers and team leaders at all levels.
- Executives and department heads.
- High-potential leaders in succession pipelines.
- Founders and business owners leading growing teams.
- HR and organizational development professionals.
- Technical experts moving into leadership roles.
- Coaches and mentors supporting leadership growth.

Leading Beyond Ego Course Outlines

Day 1: Understanding Ego in Leadership

- Defining ego and how it serves and sabotages leaders.
- Common ego patterns: credit-taking, defensiveness, and control.
- The difference between confidence and arrogance.
- Emotional intelligence and the four domains.
- Identifying personal triggers and blind spots.
- How ego damages trust and decision quality.
- Workshop: ego pattern self-assessment.





Day 2: Self-Awareness and Humility

- The humility continuum and its leadership benefits.
- Level 5 leadership: humility plus professional will.
- Servant leadership principles in practice.
- Recognising the need to be right and to be liked.
- Separating identity from outcomes and decisions.
- Reflection routines for sustained self-awareness.
- Workshop: building a personal humility practice.

Day 3: Feedback, Accountability, and Ownership

- Receiving feedback with curiosity and composure.
- Asking for feedback deliberately and regularly.
- The accountability ladder and ownership behaviour.
- Owning mistakes without deflecting or over-apologising.
- The trust equation and rebuilding credibility.
- Holding others accountable without personalising it.
- Role-play: receiving critical feedback well.

Day 4: Sharing Credit, Building Others, and Psychological Safety

- Delegating credit and amplifying your team.
- Recognition practices that feel genuine.
- Building psychological safety and the four stages model.
- Encouraging challenge and constructive dissent.

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- Managing disagreement without needing to win.
- Coaching others with the GROW model.
- Role-play: sharing credit in a team review.

Day 5: Decisions, Integrity, and Leading Beyond Ego

- Identifying self-interest in decision-making.
- The PLUS ethical decision-making model.
- Handling pressure, politics, and personal ambition.
- Building alliances without manipulation.
- Building a personal integrity plan.
- Sustaining change beyond the programme.
- Capstone: presenting a personal humility plan.

Conclusion

By successfully completing Leading Beyond Ego Training Course, participants will have acquired the knowledge to recognise ego-driven behaviour, regulate their own reactions, receive feedback openly, own outcomes honestly, share credit deliberately, and build teams where people speak up. They will also understand how to separate self-interest from organisational decisions. Gentex Training Center delivers this program through applied workshops and expert facilitation, helping leaders act with humility and purpose.

FAQs for the Leading Beyond Ego course

Q1 What is the "Leading Beyond Ego" course about?



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It is a training program that helps leaders recognise ego-driven behaviour and lead from purpose instead. It covers self-awareness, humility, feedback, accountability, shared credit, psychological safety, and ethical decision-making.

Q2 What are the key benefits of the "Leading Beyond Ego" course?

Participants gain better decision quality, stronger trust with their teams, and greater comfort with feedback and disagreement. Organizations benefit from leaders who own outcomes, share credit, invite challenge, and put results ahead of personal position.

Q3 What skills will I gain from the "Leading Beyond Ego" course?

Participants build ego pattern recognition and self-regulation, humility and self-awareness practice, feedback, accountability, and ownership behaviour, and shared credit, psychological safety, and ethical decision-making.

Q4 What tools, methods, or standards are covered in the "Leading Beyond Ego" course?

The course covers emotional intelligence frameworks, the humility continuum, Level 5 leadership principles, servant leadership, the accountability ladder, the trust equation, the four stages of psychological safety, the GROW coaching model, and the PLUS ethical decision-making model.





Q5 How is the "Leading Beyond Ego" course applied in real-world practice?

Learners apply it by asking for feedback regularly, acknowledging mistakes quickly, giving credit to team members in public, inviting challenge in meetings, checking personal interest in decisions, and reflecting on their leadership behaviour each week.