

REFLECTIVE LEADERSHIP



GENTEX[®]

TRAINING CENTER



Introduction

Reflective Leadership Training Course develops leaders who pause, examine their own practice, and improve it with evidence and insight. Participants learn structured reflection methods that turn daily experience into lasting judgement rather than repeated habit. The program combines reflective journals, peer dialogue, and action learning sets that surface assumptions and test them against reality. As a result, learners build the self-awareness and composure that complex decisions demand. Furthermore, the course strengthens critical thinking, ethical reasoning, and the ability to learn from both success and setback.

Reflective Leadership Course Objectives

- Apply reflective practice models, including Schn's reflection-in-action and reflection-on-action.
- Use Gibbs' Reflective Cycle and Kolb's Experiential Learning Cycle to structure learning.
- Keep reflective journals and leadership learning logs with practical routines.
- Surface and test mental models using the Ladder of Inference (Chris Argyris).
- Examine assumptions and beliefs with double-loop learning.
- Apply the Johari Window to widen self-awareness and receive feedback.
- Question constructively using the Socratic method and appreciative inquiry.
- Facilitate reflective dialogue with action learning sets and peer coaching.
- Make ethical decisions using structured reflection, not instinct alone.
- Build personal resilience and sustainable leadership habits through reflection.

Course Methodology

- Guided reflection sessions with structured prompts and journals.
- Peer dialogue and coaching in action learning sets.
- Case analysis using Gibbs' Reflective Cycle and double-loop learning.

LEARN BOLD. LEAD BEYOND

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com



- Silent reflection and journaling blocks between sessions.
- Simulations reviewed through structured debriefs and group sense-making.
- Facilitator coaching, individual feedback, and personal action planning.

Who Should Take This Course

- Managers and team leaders seeking deeper self-awareness.
- Senior leaders facing complex, ambiguous decisions.
- HR, learning, and organizational development professionals.
- Coaches, mentors, and internal facilitators.
- Project and program leaders reviewing their own practice.
- Professionals preparing for broader leadership responsibility.

Reflective Leadership Course Outlines

Day 1: Foundations of Reflective Practice

- What reflective leadership is and how it differs from reactive management.
- Schn's reflection-in-action and reflection-on-action.
- Reflection, critical thinking, and decision quality.
- Barriers to reflection: habit, urgency, and ego.
- Creating space, routines, and discipline for reflection.
- Reflective journaling: formats, prompts, and cadence.
- Case study: reflection that changed a leadership decision.

Day 2: Structured Reflection Models

- Gibbs' Reflective Cycle: description, feelings, evaluation, analysis, conclusion, action plan.



LEARN BOLD. LEAD BEYOND

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com



- Kolb's Experiential Learning Cycle and learning styles.
- After-action reviews and structured debriefs.
- The Ladder of Inference (Chris Argyris) and mental models.
- Double-loop learning and questioning underlying assumptions.
- Single-loop versus double-loop responses to failure.
- Exercise: applying Gibbs' Cycle to a real leadership event.

Day 3: Self-Awareness, Identity, and Feedback

- The Johari Window and expanding the open area.
- Values, identity, and leadership behaviour alignment.
- Receiving feedback with curiosity rather than defence.
- Identifying blind spots and unconscious patterns.
- Reflective listening and the discipline of silence.
- Emotional triggers, self-regulation, and composure.
- Workshop: guided peer feedback and personal reflection.

Day 4: Dialogue, Inquiry, and Collective Reflection

- Socratic questioning and appreciative inquiry methods.
- Action learning sets: structure, roles, and ground rules.
- Facilitating reflective dialogue in teams.
- Building psychological safety for honest conversation.
- Surfacing team assumptions and shared mental models.
- Learning reviews after projects and major decisions.
- Simulation: facilitating an action learning session.





Day 5: Ethics, Resilience, and Reflective Leadership in Practice

- Ethical reasoning through structured reflection and stakeholder perspective.
- Moral courage and decisions under pressure.
- Reflection for resilience, wellbeing, and burnout prevention.
- Turning insight into action: personal leadership development plans.
- Building reflective routines into team and organizational life.
- Leading a learning culture through modelling reflection.
- Capstone: presenting a personal reflective leadership plan.

Conclusion

By successfully completing Reflective Leadership, participants will gain a disciplined approach to examining their own practice and improving it deliberately over time. They will acquire skills in structured reflection, self-awareness, inquiry, and ethical decision-making that strengthen judgement under pressure. Gentex Training Center designs the program to help leaders convert experience into wisdom and build teams that learn as they work.

FAQs

Q1 What is the "Reflective Leadership" course about?

It teaches leaders how to examine their own decisions and behaviour systematically, using proven reflection models. The course covers reflective journaling, mental models, feedback, dialogue, and ethical reasoning so experience becomes learning rather than repetition.



Q2 What are the key benefits of the "Reflective Leadership" course?

You gain sharper judgement and greater self-awareness in complex situations. The course reduces reactive decision-making, improves how you receive feedback, strengthens ethical reasoning, and helps you build habits that protect your resilience and your team's engagement over time.

Q3 What skills will I gain from the "Reflective Leadership" course?

You will develop four core skills: structured reflection and experiential learning, self-awareness and feedback receptivity, inquiry and reflective dialogue facilitation, and ethical reasoning with personal resilience.

Q4 What tools, methods, or standards are covered in the "Reflective Leadership" course?

The course covers Schn's reflection-in-action and reflection-on-action, Gibbs' Reflective Cycle, Kolb's Experiential Learning Cycle, the Ladder of Inference, double-loop learning, the Johari Window, Socratic questioning, appreciative inquiry, action learning sets, and structured after-action reviews.



Q5 How is the "Reflective Leadership" course applied in real-world practice?

Participants apply it to real situations such as reviewing a failed project, preparing for a difficult decision, running a team learning review, and giving honest feedback. The same practices support post-project reviews, leadership development plans, and the daily routines that keep judgement sharp.