



9: The Power of Leadership

*A Lesson on Influence, Initiative, and Building a Competitive Advantage
Through Purposeful Leadership*



Introduction for the Facilitator

Leadership is often misunderstood. It's not about titles or authority; it's about action, responsibility, and how someone shows up for others and themselves. Whether learners are pursuing a degree, working through an apprenticeship, completing a certification, or building a career, leadership is a **professional skill** they can develop in any role.

This lesson helps learners redefine leadership as a practice, not a position. Through initiative, integrity, and influence, leadership becomes part of a learner's **personal competitive advantage**—a visible asset that helps them stand out, earn trust, and create impact wherever they are.

We don't need to wait until we're "in charge" to lead. Leadership starts now with choices, habits, and how we treat others in every setting.

This leadership lesson will benefit adult learners of all ages in college and workforce training environments. It includes:

- A relatable Scenario to showcase the value of leadership
- 8 Guided Group Discussion Questions with follow-up questions
- 8 Journal Prompts to deepen understanding of what leadership means
- 8 personal Skill-Building Strategies
- A printable Action Planner for reflection and application



Scenario: Leading From the Middle

Raya, 25, is completing a cosmetology license while working part-time at a local salon. She's not the manager, but she always helps new hires learn the ropes, stays calm when the schedule changes, and keeps her workspace clean.

One day, the owner pulls her aside. "You're leading already. You just don't have the title yet. Keep going."

Raya realizes that leadership isn't a label; it's a daily way of showing up with purpose and integrity.



Guided Group Discussion Questions

1. **What does leadership mean to you, beyond titles and roles?**
Follow-up: How can someone lead even if they're not in charge?
2. **What small behaviors show leadership in school, training, or on the job?**
Follow-up: Why do those behaviors matter?
3. **How does leadership connect to personal accountability?**
Follow-up: What happens when we lead ourselves first?
4. **Why is leadership considered a professional skill?**
Follow-up: How does it help build a competitive advantage?
5. **What myths do people believe about leadership that aren't true?**
Follow-up: How do those beliefs limit someone's growth?
6. **Think of a leader you admire. What do they do that earns respect?**
Follow-up: Which of their habits could you try this week?
7. **What does it look like to lead through service or support?**
Follow-up: Where in your life could you apply this?
8. **What's one area where you want to lead more intentionally?**
Follow-up: What's one action you can take to start?



Journal Prompts

1. **When have you stepped up and shown leadership, even in a small way?**
2. **What kind of leader do you want to be known as, and why?**
3. **What personal values shape how you lead or support others?**
4. **What's one fear or doubt you have about taking a leadership role?**
5. **Who has modeled great leadership for you? How did it impact you?**
6. **What leadership qualities do you already have? What could you build?**
7. **What's one environment (classroom, job, project) where you've held back instead of leading?**
8. **What does "leadership as a lifestyle" look like for your future goals?**



Skill-Building Strategies

1. **Own Your Space:** Practice taking ownership of your tasks, space, and communication, even without a title.
2. **Lead Through Service:** Find one way to support someone each day. Leadership starts with helpful action.
3. **Feedback Loop:** Ask a peer or mentor, "What's one way I could grow as a leader?"
4. **Decision Practice:** Make one intentional decision each day, then reflect on the outcome.
5. **Confidence Reps:** Take a small risk (speaking up, volunteering, offering input) at least once per week.
6. **Leadership Tracker:** Write down one leadership moment you witnessed or practiced daily.
7. **Anchor Phrase:** Create a personal leadership mantra: "I lead by example," or "I show up first."
8. **Observe & Reflect:** Watch how others lead in different roles. Take notes on what works and what doesn't.



9: THE POWER OF LEADERSHIP

Your Action Plan for Influence and Competitive Advantage

Action Planner

Reflect and Prepare

Name: _____

What Is Leadership?

Leadership is how you show up, not what your title says. It's about action, responsibility, and influence. Leading yourself and others builds trust, credibility, and your personal competitive advantage.

Why This Matters to Me

Why is leadership important for your goals, your future lifestyle, or the kind of person you want to become?

What Leadership Looks Like in My Life

Where I already lead: _____

Where I want to grow: _____

What holds me back sometimes: _____

Belief Shift

Circle or write a belief that supports your leadership growth:

"Leadership is how I act, not what I'm called."

"Every moment is a chance to lead."

"I don't need permission to lead with purpose."

"People follow consistency and character."

Other: _____



9: THE POWER OF LEADERSHIP

Your Action Plan for Influence and Competitive Advantage

Action Planner

Leadership Practice + Progress

Name: _____

My 28-Day Leadership Habit

What will you practice to strengthen your leadership presence?

Where and when will you do it? _____

How will you reflect or measure growth?

☐ Daily log ☐ Weekly check-in ☐ Peer/mentor feedback

Restart Plan

When I doubt myself or step back, I will:

☐ Repeat my leadership mantra: " _____ "

☐ Ask for feedback from someone I trust

☐ Look for one small action I can take

☐ Other: _____

Weekly Reflection Prompts

1. Where did I practice leadership this week?

2. What impact did it have on others or myself?

3. What feedback or reactions did I notice?

4. What will I adjust next week to lead more intentionally?

28-Day Leadership Tracker

Leadership habit: _____

Week 1 ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

How did week 1 go? Circle one word:

☒ Courageous ☒ Hesitant ☒ Clear

☒ Encouraging ☒ Growing ☒ Quietly Leading

Week 3 ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

How did week 3 go? Circle one word:

☒ Courageous ☒ Hesitant ☒ Clear

☒ Encouraging ☒ Growing ☒ Quietly Leading

Week 2 ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

How did week 2 go? Circle one word:

☒ Courageous ☒ Hesitant ☒ Clear

☒ Encouraging ☒ Growing ☒ Quietly Leading

Week 4 ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

How did week 4 go? Circle one word:

☒ Courageous ☒ Hesitant ☒ Clear

☒ Encouraging ☒ Growing ☒ Quietly Leading