

ReLEAD modules

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Each self-paced unit is designed to take approximately 60 minutes to complete. Group workshops are scheduled for up to 120 minutes per session. The group workshops deepen knowledge by applying the learning in a live (online) peer-to-peer setting.

See the introductory videos for each module at <https://thecivics.eu/projects/relead/> for more information.

Each participant begins with the following **core module**:

Civic skills – building aware and engaged leaders

Note: This module is mandatory for all participants. It consists of self-paced units only and does not include transnational group workshops.

This module introduces civic skills and their importance for resilient leadership, guiding learners to understand, practise, and apply responsibility, dialogue, and participation in their leadership role and organisational culture.

SELF-PACED UNIT I: What are civic skills and why do they matter at work?

Unit I aims to develop an understanding of how civic skills contribute to the resilience of business and leadership in today's polarised world. Learners are introduced to the topic through an introductory video, followed by slides presenting the civic skills framework, interactive scenarios in a story carousel, a mapping exercise on the impact of their actions, and a quiz to reinforce key concepts and their relevance at work.

SELF-PACED UNIT II: Leading with civic purpose – Turning responsibility and agency into action

Unit II helps learners understand and practice civic skills as a leadership quality, integrating values such as responsibility, dialogue, and participation into their role and

company culture. Learners explore scenarios, reflect on societal and workplace contexts, and consider how CSR initiatives enable responsible leadership within their company.

After completing the module on civic skills, each participant **chooses one of three optional tracks** to deepen their learning:

Communication in challenging times – helping leaders lead through uncertainty

This module equips leaders with the skills to navigate conflict and communication challenges in times of uncertainty. By the end of the module, learners can approach conflict intentionally, transform tension into dialogue, and foster trust, clarity, and collaboration in complex environments.

SELF-PACED UNIT I: Understanding conflict: from tension to opportunity

Unit I explores the deeper dynamics of conflicts in personal, professional, and social contexts. Learners will identify hidden drivers of tension, understand how miscommunication and unmet needs create friction, and develop strategies for emotional self-regulation and constructive responses. By the end, they will be able to analyse conflicts, reflect on their experiences, and transform tension into opportunities for trust and collaboration.

SELF-PACED UNIT II: Understanding communication and conflict styles: Leading from conflict to dialogue

Unit II helps learners recognise their natural conflict and communication styles and how these affect interactions at work and in everyday life. They will develop self-awareness, practise strategies to turn tension into constructive dialogue, and manage misunderstandings and emotions. By the end, learners can navigate conflicts intentionally, fostering trust and productive conversations.

Environmental sustainability and social impact – leading responsibly

This module explores how businesses can lead responsibly in advancing environmental sustainability and social impact. Participants examine the role of companies in addressing global challenges and engage with practical tools and frameworks to measure impact and turn insight into action.

SELF-PACED UNIT I: Understanding environmental sustainability and social impact

Unit I introduces learners to the meaning of sustainability, the challenges we face, and the role of businesses in promoting environmental and social impact. The unit explores the history of corporate sustainability and introduces new business frameworks. Learners

engage with an introductory video, a case study on community engagement, a tool on double materiality, a quiz, and reflection prompts to consolidate their understanding.

SELF-PACED UNIT II: From insight to action and impact – leading for sustainable impact

Unit II guides learners in understanding why businesses must take responsibility for the environment and society and introduces methods for measuring impact. The unit covers how to translate insights into actions and outcomes. Learners engage with an introductory video, two slide decks, a case study, a tool on the Circle of Influence method, a quiz, and reflection prompts to consolidate learning.

Resilience and wellbeing – creating smarter, healthier, confident leaders

This module helps participants build personal resilience and extend it to responsible leadership. Learners develop sustainable practices to manage stress, strengthen wellbeing, and connect their leadership to positive impact on teams, organisations, and the wider community.

SELF-PACED UNIT I: Building personal resilience

Unit I builds the foundations of personal resilience, helping participants break cycles of urgency, control, and comfort-seeking while developing sustainable leadership practices. Learners explore the Four Pillars of Sustainable Resilience, identify burnout patterns using the Three Burnout Cycles model, apply evidence-based stress management practices, and strengthen the link between personal wellbeing and professional effectiveness.

SELF-PACED UNIT II: Responsible leadership connection

Unit II builds on the individual resilience foundation of Unit I and expands it to responsible leadership, highlighting the connection between personal wellbeing and community health. Learners apply stakeholder ecosystem mapping to understand their professional impact, develop skills in intergenerational dialogue and cross-generational collaboration, connect personal values to broader social contribution, and design pathways from workplace leadership to meaningful community engagement.