



Joy-at-Work Certificate for Leaders

VALUES-BASED

LOVE - RESPECT - SUPPORT

Dear One,

Thank you for being part of this Joy-at-Work Certificate for Leaders Course. It is an honor to share this journey with you. The way we lead, serve, and mentor others is often shaped by the people, challenges, and moments that have formed us. As I share parts of my own story throughout this course, I hope it encourages you to reflect on your own sense of purpose, growth, and calling. I look forward to learning alongside you.



After serving teams in all major sectors across 53 countries, I reflected on why I am so committed to creating Joy-at-Work cultures grounded in love, respect, and support. I realized I long to see workplaces built on principles that help people value themselves and each other.

As we also know, workplace stress is high. Nearly half of employees say most or all of their stress comes from work. Today's employees experience significantly more workplace stress than previous generations. In a 2022 study, 60% of corporate employees reported moderate-to-high levels of emotional exhaustion. Problems at work are often linked to health concerns even more strongly than financial or family stress. Yet people still need meaningful work to care for themselves and those they love.

What would the world be like if we truly recognized that no human has a replica? Each of us is uniquely gifted and called to purposeful work, far more than a paycheck or duty, whether in or out of the home, paid or unpaid. Through this journey, each person realizes they fill a special place, and if absent, the world is deprived of a valuable life. Our thumbprint proves our uniqueness. There is no second you among 8+ billion people. You are special.

It is my sincere hope that through this JAW journey, we can transform our homes, schools, workplaces, and communities while rediscovering joy in our work. Please enjoy your course.

Love,

A handwritten signature in black ink, appearing to be "Dale Dan".

Dr. Dale Dan
Chief Executive Officer

Course Outline

Certificate Title	Joy-at-Work (JAW) Certificate for Leaders (Values-Based)
Theme	Creating a Culture of Love, Respect and Support where a job becomes a joy resulting in a team that cannot wait to return to work!
General Description	<p>This program is for anyone in any kind of work or study—in businesses, homes, schools, and communities. It is designed for transformational leaders who feel a deep longing for something beyond “business as usual” and who want meaningful change that begins with self and extends to community.</p> <p>The JAW culture strengthens individuals, organizations, and society. It centers on lasting joy rooted in personal fulfillment and in honoring each person’s purpose and uniqueness. JAW stands on the pillars of love, respect, and support, and embraces Leading with Love, Access and Engagement, and Servant Leadership to help shape whole, healthy leaders and organizations. The result is personal and professional fulfillment grounded in the truth that every person is irreplaceable.</p> <p>Leaders will learn to create workplaces where people feel valued, connected, and eager. JAW supports decision-making through an advisory process that invites meaningful input. It moves beyond external rewards toward deep intrinsic satisfaction, leading to high retention and long-term organizational well-being.</p>
Audience	All leaders globally, experienced and emerging, who desire to create and be a part of a Joy-at-Work Culture. We welcome you!
Five-Part Program	<ul style="list-style-type: none"> ● Part 1 – JAW and Transformational Leadership: Weeks 1-3 ● Part 2 – Leading with Love: Weeks 4-6 ● Part 3 – Access and Engagement: Weeks 7-9 ● Part 4 – Servant Leadership: Weeks 10-12 ● Part 5 – Capstone Project and Course Wrap Up: Weeks 13-15
Time Commitment	For this program, plan for five hours per week, including virtual class, independent study, reflection, and assignments.
Delivery Format	The course includes ten real-time virtual gatherings across fifteen weeks. During asynchronous weeks, participants use the time for assignments. Those who miss a session can use the recording and submit a brief summary. Up to four missed sessions are permitted.
Materials	Course materials include instructional presentations, curated articles, and PDF books, with optional books available for purchase.

Learning Objectives

- Recognize transformational leadership as foundational.
- Develop a personal definition of JAW as a unique individual.
- Identify personal purpose and meaningful workplace contributions.
- Explain JAW in relation to personal and organizational values.
- Connect stewardship to organizational success, sustainability, retention, and motivation.
- Apply the Decision-Making Advisory Process (DMAP) within the JAW context to create win-win outcomes for all stakeholders.
- Understand how JAW empowers organizations for longevity and healthy succession across generations.
- Experience Leading with Love and use the Leader-Member Exchange (LMX) tool to build sincere, empowering relationships.
- Use Access and Engagement as drivers of productivity and sustainability through the Culture Matrix (AECM).
- Define Servant Leadership and understand how the Organizational Leadership Assessment (OLA) is used.
- As a Capstone project, participants create a custom JAW course outline that can be built into a full course for their selected audience.

Program Facilitators



Dr. Dale Dan
Joy-at-Work



Dr. Robert Roncska
Leading With Love



Dr. Frank Douglas
Access and Engagement

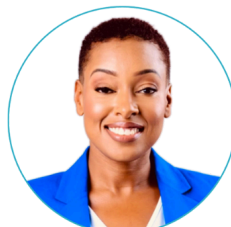


Dr. Jim Laub
Servant Leadership

Assistant Facilitators



Dr. Desiree DeFlorimonte
Joy-at-Work



Ms. Lisa Campbell
Leading With Love



Ms. Tracey Ploché
Leading With Love

A variety of special guest speakers will also participate to enrich your learning experience.

Your Learning Journey

You're about to experience a meaningful blend of **Joy-at-Work, Leading with Love, Access and Engagement, and Servant Leadership**. Like a relay race, the power is in the handoff, each part building on the last with focus, trust, and shared purpose. You'll also have access to a Reflection Room, a calm space filled with uplifting materials to support you.



Part 1 lays the groundwork with the core pillars of the Joy-at-Work curriculum: Love, Respect, and Support. This sets the tone for how we show up for ourselves and one another.

Part 2 moves into Leading with Love, exploring how strong relationships, care, and clarity help people thrive and create the conditions for meaningful work.

Part 3 brings Access and Engagement into focus, showing how leaders create environments where everyone can contribute, participate, and feel valued.

Part 4 introduces Servant Leadership through the six disciplines of the Organizational Leadership Assessment, along with the helpful models and tools to understand healthy leadership behaviors and organizational dynamics.

Part 5, the Capstone project, brings everything together through final reflections and shared insights, where participants design their own Joy-at-Work course outline, shaped by their individual purpose and strengths.

Below is a summary of each part, including facilitators, assignments, resources, and grading. Note that each part will count toward 20% of the final grade.

Part 1 – Joy-at-Work: Weeks 1-3

Topics	Facilitator(s)	Assignments and Grading: 20%
<ul style="list-style-type: none"> Foundations of Joy-At-Work Purpose and Alignment Leadership and Growth Sustainability, Financial Empowerment and Organizational Health 	<ul style="list-style-type: none"> Dr. Dale Dan Dr. Desiree DeFlorimonte Joy-at-Work Guest Speakers 	<ul style="list-style-type: none"> Getting to Know You: 12 Points Life Mapping Tool: 25 Points Concept Discussions: 21 Points Peer Discussions: 21 Points Reflection Discussions: 21 Points

Part 2 – Leading With Love Core Principles: Weeks 4-6

Topics	Facilitator(s)	Assignments and Grading: 20%
<ul style="list-style-type: none"> Building Sincere, Joyful Relationships Trust, Care, and Purpose Empowering Relationships 	<ul style="list-style-type: none"> Dr. Robert Roncska Ms. Lisa Campbell Ms. Tracey Ploch� 	<ul style="list-style-type: none"> LMX Tool: 37 Points Concept Discussions: 21 Points Peer Discussions: 21 Points Reflection Discussions: 21 Points

Part 3 – Access and Engagement Core Principles: Weeks 7-9

Topics	Facilitator(s)	Assignments and Grading: 20%
<ul style="list-style-type: none"> Access-Engagement Culture Matrix (AECM) Resilience, Antifragility, and Reframing Lindy Effects in Practice Using the AECM for Growth and Productivity 	<ul style="list-style-type: none"> Dr. Frank Douglas 	<ul style="list-style-type: none"> Case Study: 37 Points Concept Discussions: 21 Points Peer Discussions: 21 Points Reflection Discussions: 21 Points

Part 4 – Servant Leadership Core Principles: Weeks 10-12

Topics	Facilitator(s)	Assignments and Grading: 20%
<ul style="list-style-type: none"> Overview of Servant Leadership Organizational Leadership Assessment (OLA) Leadership Models 	<ul style="list-style-type: none"> Dr. Jim Laub 	<ul style="list-style-type: none"> Complete the Free SLP Self-Assessment: 37 Points Concept Discussions: 21 Points Peer Discussions: 21 Points Reflection Discussions: 21 Points Optional: "Misconceptions and Objections to Servant Leadership"

Part 5 – Capstone Project: Weeks 13-15

Topics	Facilitator(s)	Assignments and Grading: 20%
<ul style="list-style-type: none"> Capstone Experience Bringing it All Together! Review and Wrap-Up 	<ul style="list-style-type: none"> Dr. Dale Dan 	<ul style="list-style-type: none"> Creating Your Own JAW Course Outline: 75 Points Reflection Discussions: 9 Points Take-Aways Discussion: 16 Points

Grading Achievement Tiers

Distinction (A)	Credit (B)	Pass (C)
95 and Above	88-94%	80-87%

Program Completion

Upon successful completion of all assignments, each participant will receive the following at a graduation ceremony to celebrate!


- Certificate of Completion with a Pass, Credit or Distinction
- Joy-at-Work Lapel Pin
- Graduation Stole



We look forward to enjoying this transformational course journey with you!


Please note that custom virtual and in-person sessions are available for groups of 15 or more.

To begin a conversation, contact us at connect@empowermentinstitute.org.




Course Calendar





















Summer 2026: Values-Based
July 6-October 18, 2026



Virtual Session
Live on Zoom • 7-9pm



Joy-at-Work
Asynchronous

 Part 1 Joy-at-Work	Week 1	July 7	
	Week 2	July 14	
	Week 3	Asynchronous	
 Part 2 Leading with Love	Week 4	July 28	
	Week 5	August 4	
	Week 6	Asynchronous	
 Part 3 Access and Engagement	Week 7	August 18	
	Week 8	August 25	
	Week 9	Asynchronous	
 Part 4 Servant Leadership	Week 10	September 8	
	Week 11	September 15	
	Week 12	Asynchronous	
 Part 5 Capstone	Week 13	September 29	
	Week 14	October 6	
	Week 15	Asynchronous	

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Course Calendar

Fall 2026: Values-Based
September 7-December 20, 2026



Virtual Session
Live on Zoom



Joy-at-Work
Asynchronous

 Part 1 Joy at Work	Week 1	September 8	
	Week 2	September 15	
	Week 3	Asynchronous	
 Part 2 Leading with Love	Week 4	September 29	
	Week 5	October 6	
	Week 6	Asynchronous	
 Part 3 Access and Engagement	Week 7	October 20	
	Week 8	October 27	
	Week 9	Asynchronous	
 Part 4 Servant Leadership	Week 10	November 10	
	Week 11	November 17	
	Week 12	Asynchronous	
 Part 5 Capstone	Week 13	December 1	
	Week 14	December 8	
	Week 15	Asynchronous	

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