



# In OUR Element Course Syllabus

## LOGISTICS:

Instructor: The Disruptive Element  
Office location: 7900 International Drive, Bloomington, MN 55425  
Phone Number: 844.438.3477  
Email Address: [ihe@thedisruptiveelement.com](mailto:ihe@thedisruptiveelement.com)  
Program Location: All sessions conducted virtually via Zoom

## COURSE OVERVIEW & OBJECTIVE:

In OUR Element is a transformative development program for rising leaders that combines mindfulness and neuroscience with one-on-one coaching and community. Participants a maturation of personal insight, increased confidence, and expansion of their leadership toolset.

Graduates experience:

- Growth in confidence.
- Empowerment in their roles.
- A newfound supportive community of professionals.

The documentation used in the program is created by and provided from The Disruptive Element LLC, a Bloomington, Minnesota, USA, based business.

## METHODOLOGY:

The In OUR Element program is designed intentionally as a 9-month cohort program structured as five (5) group instructional, learning sessions and five to seven (5-7) individual coaching sessions conducted between group sessions to work through areas of challenge and motivate positive change.

Our model revolves around a nucleus of neuroscience — because change is an inside job. Leaders and employees (who are humans, after all) frequently get stuck in their patterns and heads. Our years of experience have shown that a higher level of self-awareness is required to facilitate change, and that brain science is key to transformative growth.

## REQUIRED STUDENT RESOURCES:

- Program participants must be able to access Zoom, participate remotely, and demonstrate that they are willing and able to commit to the program for the entire duration.
- Valid shipping address (residence or business) and contact telephone number.

## COURSE MATERIALS:

All required program materials are provided by The Disruptive Element. NO ITEMS ARE FOR RESALE. They are used by the recipient for the In OUR Element program only.

## RESOURCES

- In OUR Element instructional materials, shipped in (4) installments (listed below) that are used across this self-development / personal growth program:
  - Practicum 1: Understanding Brains and Behavior
  - Practicum 2: Establishing the Critical Path Road Map
  - Practicum 3: Tapping Into 'Our Best'
  - Practicum 4: The Power of Presence
- Teaching/coaching aids (pens, card decks, etc.)
- Various handouts
- Various websites
- Video sources



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### COURSE SCHEDULE & OUTLINE

MONTH	TOPIC	ASSIGNMENTS / KEY LEARNINGS
1	Group Coaching Session: Welcome & Program Kickoff	No pre-work required
	Individual Coaching Session: Cohort Interview	No pre-work required
2-3	Practicum Prework	Self-study assignment: Worksheets – “Top 10 Experiences” and “Patterns” exercises. Participants bring the completed pre-work exercise worksheets to the group coaching session.
	Group Coaching Session: Practicum 1 - Understanding Brains and Behavior	Our Result System functions the way we want it to the majority of the time. When we are “stuck” getting the results we desire, most often we need to explore what makes up our Invisible System.
	Practicum 1 Homework	Self-study assignment: Increased Awareness Reflections worksheets, Progress Path of Change, Life Quarters, Navigating Core Needs, and Energizing from New Activities Homework assignment is due 2 weeks prior to Practicum 2 group coaching session.
	Individual Coaching Session: #1	Participant should bring their Results System coursework completed in Practicum #1, and all progress notes of their action plan.
3-4	Practicum Prework	Self-study assignment: Identify a workable RESULT to work on at Practicum 2 and bring their identified Result for discussion and focus during the group coaching session.
	Group Coaching Session: Practicum 2 - Establishing the Critical Path Road Map	A Result is NOT the same as a Goal! – Results are your desired end state and goals are potential milestones to reach your desired end state. Getting from goal to result should be streamlined. How to reframe hindering beliefs, understanding, and prioritizing what is helpful to streamline effort and focus.
	Practicum 2 Homework	Self-study assignment: Recheck goals and options, mapping against their “Roadmap to Result: Based on the Roadmap, build an Action Plan for discussion at the individual coaching session.
	Individual Coaching Session #2	Participant should bring their Resulting Systems coursework with the full Result Roadmap Packet, and notes from their Action Plans. Session will focus on connecting additional patterns and identifying new actions. Coach will introduce the importance of Brand.
5-6	Practicum Prework	Self-study assignment: Worksheets – “Brand Profile” Participant are to bring completed branding interview worksheets for discussion and focus during the group coaching session with progress notes on action plan.



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MONTH	TOPIC	ASSIGNMENTS / KEY LEARNINGS
5-6 cont.	Group Coaching Session: Practicum 3 - Tapping into 'Our Best'	When our Brand is defined, and we are intentional about living our Brand, the value or gift we want to be true about ourselves is realized (DEFINITION + INTENTION = VALUE). Learn how to unlock their personal brand by identifying their Top Values, Priorities, and Skills.
	Practicum 3 Homework	Self-study assignment: Reflection on Brand Foundation and Brand Profile coursework. Draft personal Brand Statement and prepare personal Brand Color Profile for discussion at the individual coaching session.
	Individual Coaching Session #3	Participant should bring their completed Brand Foundation and Brand Profile coursework with. progress notes on action plan
7-8	Practicum Prework	Self-study / reading assignment: Article "Mindfulness at Work" for discussion at the next group coaching session where the focus will be on connecting all sessions together and how presence plays a foundational role.
	Group Coaching Session: Practicum 4 - The Power Of Presence	The Power of Presence requires mental training to be the best we can be... planned, unplanned, future and in the moment. Mindfulness (or focused attention) is the start. Coursework will focus on the Six Elements To Presence.
	Individual Coaching Session #4	Participant should bring all materials as well as progress notes on action plan. Session focuses on all key insights, what has work, and what hasn't. Participant will develop final action plan for ongoing growth.
	Practicum 4 Homework	Self-study assignments: Read the book "Finding the Space to Lead" for practical ways to work mindfulness into their daily routine. Identify new habits applying the 6 Elements of Presence. Reflect how this program has added value.
9	Group Coaching Session: Final Debrief	Review and discuss the program experience and learning, connecting to the brain science. Celebrate the accomplishment. Review resources for ongoing growth.

### ATTENDANCE POLICY:

Participants are required to attend the Welcome / Program Kickoff session during which the process for scheduling all Group Coaching Sessions will be detailed. If you do not attend the required Welcome / Program Kickoff session, you will be dropped from the course as a "No Show."

The content of the In OUR Element program is comprehensive and as such, must be delivered within the specified time frame. Participants who come late for group coaching sessions will miss out on some of the key learning objectives. In order to reduce disruptions to the participants and the program coaches and to ensure that participants experience the maximum benefit, no one will be admitted to a group session 15 minutes after it has begun.

We appreciate that there may be times when unforeseen circumstances mean participants cannot attend a specific session. Should this occur, you should notify us, ideally giving at least 24 hours' notice. Your personal coach will work with you to arrange a make up session. Failure to attend 85% of the program sessions will result in an 'incomplete.'