

# The Strategic Leadership Lab

Leading Through Change & Uncertainty

| PROJECT TYPE                            | LEARNER AUDIENCE                                  | DELIVERY                                       | EST. SEAT TIME |
|-----------------------------------------|---------------------------------------------------|------------------------------------------------|----------------|
| Self-initiated corporate L&D simulation | Mid-level managers, directors, and senior leaders | Responsive, scenario-based eLearning prototype | 30-40 minutes  |

## Executive overview

The Strategic Leadership Lab is a self-initiated learning experience designed around the complex decisions leaders make during organizational change. Learners assume the role of Vice President of Operations, review a fictional executive mandate, navigate stakeholder disagreements, and make decisions that affect an illustrative leadership dashboard.

Project integrity: Meridian Global Solutions, the organizational scenario, leadership metrics, and business outcomes are fictional. This case study documents a portfolio design and proposed evaluation approach; it does not claim that a corporate client commissioned, deployed, or validated the training.

## The business challenge

Meridian Global Solutions, a fictional 1,200-person business services organization, is preparing to introduce an AI-enabled workflow platform across four departments on a 60-day timeline. The CEO emphasizes speed; HR reports employee uncertainty; and operations leaders identify staffing and readiness constraints.

## Performance gap and learning need

The instructional focus is not on teaching leaders the technical system. It is on improving the quality of strategic decisions under uncertainty: framing the problem, engaging stakeholders, evaluating trade-offs, communicating a course of action, and reviewing the effects. Structural constraints such as resources and organizational policy cannot be solved by training alone.

## Proposed learning solution

A video-free, executive-style course featuring a written CEO briefing, interactive stakeholder conversations, the course-developed CLEAR decision process, three linked decisions with a fictional impact dashboard, a five-item assessment, and a printable 30-day action plan.

## 01 ANALYZE

Business objective: Support informed leadership choices during change while maintaining operational alignment, responsible risk management, and credible communication.

Audience: Mid-level and senior leaders with significant decision authority, varied exposure to change management, and limited time for extended training.

Proposed discovery: Stakeholder interviews, readiness data review, workflow mapping, communications analysis, and examination of existing decision processes. These represent a recommended needs-analysis plan, not fieldwork completed for this fictional case.

Non-training constraints: Implementation capacity, technology readiness, staffing, executive sponsorship, and policy decisions require organizational action outside the course.

## 02 DESIGN

Design strategy: Use role-based simulation, authentic managerial dilemmas, explanatory feedback, progressive complexity, and a final action-planning task. ADDIE is treated as iterative: development and testing can prompt revisions to analysis, objectives, and interactions.

### Measurable learning objectives

- Analyze a complex transformation scenario and distinguish root causes from visible symptoms.
- Evaluate strategic options based on alignment, employee trust, resource limitations, and risk.
- Apply the CLEAR process to choose and communicate a defensible course of action.
- Respond to stakeholder disagreement using evidence, listening, and shared criteria.
- Select appropriate actions in an integrated case and earn at least 80% on the scored assessment.

### Instructional alignment

| TARGET PERFORMANCE     | PRACTICE / FEEDBACK                             | ASSESSMENT                       |
|------------------------|-------------------------------------------------|----------------------------------|
| Frame complex problems | Executive briefing and stakeholder messages     | Risk and barrier interpretation  |
| Consider trade-offs    | Three decision scenarios with dashboard changes | Scenario-based decision items    |
| Communicate and adapt  | Leadership-team dialogue and CLEAR activities   | Communication item + 30-day plan |

## 03 DEVELOP

The course was specified as a self-contained, responsive HTML/CSS/JavaScript prototype with a restrained navy, gold, and ivory executive visual identity. No video is required. The final learner experience should be tested across devices and input methods before publication.

### Course architecture

| MODULE                         | LEARNER EXPERIENCE                                    | PURPOSE                                 |
|--------------------------------|-------------------------------------------------------|-----------------------------------------|
| 1. The Leadership Challenge    | Written executive briefing; first leadership decision | Establish authentic context and urgency |
| 2. Strategic Thinking          | CLEAR process and short application check             | Provide a reusable decision structure   |
| 3. Leading People              | Competing director viewpoints and response feedback   | Practice stakeholder alignment          |
| 4. Decisions With Consequences | Three connected decisions; impact dashboard           | Reveal simulated trade-offs             |
| 5. Executive Decision Lab      | Five weighted decision questions; 80% pass standard   | Check application of core objectives    |
| 6. Workplace Application       | Printable 30-day leadership action plan               | Support transfer beyond the course      |

### Signature design elements

Written CEO briefing: Learners read a confidential executive communication establishing the 60-day mandate, affected stakeholders, and organizational constraints.

CLEAR framework: Clarify, Listen, Evaluate, Act, Review. This is an original course-created mnemonic used to organize decisions, not a validated leadership instrument.

Leadership Impact Dashboard: Choices change three simulated indexes—Employee Trust, Strategic Alignment, and Implementation Risk. All start at 50/100, and scripted effects show the trade-offs of each choice. These values are illustrative teaching feedback, not statistical forecasts.

Executive assessment: Five weighted decision items total 100 points: problem analysis (25), strategic alignment (25), stakeholder consideration (20), risk management (20), and communication effectiveness (10). Each item provides a rationale.

Performance support: Learners complete a 30-day plan recording a leadership priority, stakeholders, actions, timeline, and success measures.

### Quality assurance plan

Verify keyboard navigation, readable contrast, smaller-screen layouts, accuracy of scenario feedback, recalculation when a decision is changed, weighted scoring, restart behavior, print output, and correct labeling of fictional data.

# 04 IMPLEMENT

Portfolio delivery: Publish the responsive HTML course to a reliable HTTPS host and connect it to a portfolio project page. The course can be completed without an account or external data service.

- Complete browser and mobile testing; validate every decision path and assessment response.
- Conduct a small usability review with representative professionals and record recommended revisions.
- Provide clear instructions, access to the printable action plan, and disclosure that the case is fictional.

Enterprise adaptation: An organizational rollout would require sponsor and content approval, accessibility verification, appropriate privacy review, learner support, and a learning platform strategy. This standalone prototype does not claim SCORM packaging or LMS reporting.

# 05 EVALUATE

Evaluation uses formative checks during development and a proposed post-launch measurement plan. The thresholds below are targets only; the portfolio project has not produced real organizational results.

| LEVEL                  | PROPOSED EVIDENCE                                                                      | ILLUSTRATIVE TARGET                            |
|------------------------|----------------------------------------------------------------------------------------|------------------------------------------------|
| Usability / formative  | Observed navigation and comprehension issues during pilot testing                      | Resolve critical defects before publishing     |
| Learning               | Weighted scenario assessment                                                           | At least 80/100                                |
| Behavior transfer      | 30-day check-in on use of stakeholder mapping, risk review, and decision documentation | Evidence of targeted practices                 |
| Organizational signals | Change readiness, adoption, and performance trends reviewed alongside other factors    | Directional improvement—not proof of causation |

## Interpreting impact responsibly

Even if readiness or adoption improves, those changes cannot be attributed to this course without an appropriate evaluation design. Executive direction, staffing, workflow changes, and external conditions could also affect results.

## ADDIE iteration example

If learners choose to launch immediately without considering readiness, revise the evidence presentation and feedback (Analyze/Design/Develop). If users struggle with the dashboard, simplify visual language and retest interactions (Develop/Implement). If assessment scores are high but workplace behavior does not change, investigate barriers in the work environment (Analyze/Evaluate).

## Selected deliverables

- Six-module responsive leadership learning prototype with executive briefing.
- CLEAR decision framework and linked trade-off simulation.
- Illustrative leadership dashboard and weighted scenario assessment.
- Printable 30-day leadership action plan.
- ADDIE case study, assessment blueprint, and evaluation proposal.

## What the project demonstrates

| CAPABILITY                            | EVIDENCE IN THE PROJECT                                                        |
|---------------------------------------|--------------------------------------------------------------------------------|
| Performance consulting                | Separating leadership skill gaps from structural resource and readiness issues |
| Adult learning and authentic practice | Relevant executive role, realistic decisions, explanatory consequences         |
| Instructional alignment               | Connection among objectives, practice activities, and weighted assessment      |
| Interaction design                    | Stateful branching decisions, dashboard updates, and learner feedback          |
| Performance support                   | Action-planning worksheet designed for workplace use                           |
| Evaluation literacy                   | Distinct proposed measures, targets, and causal limitations                    |

## Portfolio-ready project summary

I designed a scenario-driven executive learning prototype focused on leading through organizational change and uncertainty. Using ADDIE, I defined a fictional performance problem, established observable learning outcomes, designed strategic decision practice, and developed a plan for deployment and evaluation. The course challenges leaders to weigh competing priorities, navigate stakeholder perspectives, and create an actionable 30-day plan. Its interactive dashboard illustrates trade-offs without representing simulated metrics as actual performance data.

## Designer reflection

The central instructional choice was to make leadership judgment visible. Instead of presenting a list of leadership tips, the course asks learners to respond to uncertainty, examine the consequences of decisions, and revisit their assumptions. Future development would prioritize accessibility testing, expert review of scenario authenticity, and usability findings from representative learners.

Representation note: This is a self-initiated portfolio project. Meridian Global Solutions and the reported circumstances are invented for instructional purposes. No participant outcomes, employer results, or client implementation claims are made.