

LEAP

NOTE: *This syllabus—including the schedule—is subject to change. Any updates or changes will be reflected in the version of this document that is downloadable via ICON and will be announced via email.*

Course Staff & Roles

Dr. Zach Linge – Professor, Coach, Trainer (zach@cimba.it)

Dr. Jayme Ringleb – Trainer

Cristina Turchet – Kepner Tregoe Trainer

Sergio Cabigiosu – DaVinci Challenge Facilitator

Description

The workplace has changed dramatically. In the past, employers prioritized technical skills. Today, with technology automating many of those tasks, employers seek individuals with strong **soft skills**—critical thinking, decision-making, problem-solving, communication, relationship building, and teamwork. Organizations value empathetic, confident, and self-aware individuals who work effectively with others.

Research shows that these skills are best developed through **experience**, not traditional classroom learning. Living and studying abroad accelerates this process by taking you out of your comfort zone, fostering self-discovery and reflection. LEAP is designed to help you make sense of these experiences and translate them into practical, career-ready skills through guided, structured activities. Created in collaboration with business leaders, LEAP gives you a **head start** in a competitive job market by developing the qualities modern employers value most.

Objectives

LEAP helps you leverage your study-abroad experience to grow personally and professionally. The program emphasizes three key components of leadership development:

- Knowledge (IQ)
- Critical Thinking Process Skills (RQ)
- Fundamental Behavioral Traits and Attributes (EQ)

Through a variety of perspectives, activities, and guided reflection, you will better understand your own behaviors and build the interpersonal skills essential for leadership and collaboration.

Course Components

LEAP leverages the following activities to provide you with an understanding of important social, emotional, and critical thinking competencies.

The DaVinci Challenge

The DaVinci Challenge is a one-day outdoor, low-ropes team experience designed to build trust and connection among participants. Through collaborative problem-solving and physical challenges, you will strengthen leadership, communication, and critical thinking skills while learning to navigate risk and adapt to change. This event creates a foundation for meaningful relationships and cooperative learning that will support your journey throughout the CIMBA Personal Development System and is a core part of CAP Week.

Kepner Tregoe Problem-Solving and Decision Making

The Kepner Tregoe (KT) workshop is a two-day experience that develops critical thinking and decision-making skills. Using a structured, practical methodology, participants learn to gather, prioritize, and evaluate information to solve

problems, manage risks, and make informed decisions. KT provides a common language that helps teams avoid groupthink and improve collaboration. These tools bridge academic learning and real-world application, giving you strategies to turn theory into action. Successful participants earn the KT PSDM Certificate.

Experiential Leadership Training

The Experiential Leadership Training is a two-and-a-half-day program designed to build self-awareness, social awareness, and resilience through reflection and group learning. Participants engage in a series of carefully designed exercises and discussions that simulate challenges often faced in leadership and workplace environments. These activities encourage participants to explore how they respond to challenges, bias, and interpersonal dynamics, while practicing mindful, intentional approaches to leadership. The training provides a safe environment to build trust, develop emotional intelligence, and strengthen the habits needed for personal and professional growth.

LIVE 2 Influence

LIVE 2 Influence focuses on building the skills needed to communicate effectively and inspire action. Participants explore the neuroscience and psychology of influence, combining storytelling, emotion, and body language with self-awareness and interpersonal strategies. These skills are applicable to leadership, team meetings, interviews, sales, and beyond. Working in pairs, participants create a personal video to practice and demonstrate their skills. Successful participants receive the LIVE 2 Influence Certificate.

High-Stakes Conversations

High-Stakes Conversations equips you with tools to navigate difficult interactions with confidence and clarity. Using insights from neuroscience, emotional intelligence, and tactical empathy, you will learn techniques like active listening, mirroring, and strategic storytelling to defuse tension, build trust, and guide conversations toward resolution. These skills help transform conflicts into opportunities for influence and collaboration, supporting your success in leadership, teamwork, and personal relationships.

Professional Individual Coaching

Your LEAP experience includes three one-on-one coaching sessions with a certified personal development coach. Coaching focuses on helping you identify your strengths, clarify your goals, and develop strategies to address the issues that matter most to you. Through thought-provoking questions and guided reflection, your coach will support you in building self-awareness, social awareness, and self-regulation. The ultimate goal is to equip you with the ability to self-coach, empowering you to continue your growth and foster positive, healthy cultures in all areas of your life.

Mindfulness

Mindfulness is the practice of paying full attention to the present moment in a non-judgmental way. Research shows that regular mindfulness practice improves focus, emotional regulation, and stress management. At CIMBA, mindfulness is integrated into daily routines to help participants navigate the challenges of study abroad and personal growth. Students also have opportunities to explore the science behind mindfulness and track their own physiological responses. Practicing mindfulness enhances self-discovery, concentration, and decision-making while fostering calm and resilience.

Professional Assessments

The CIMBA Personal Development System includes professional assessments to help you identify your strengths, weaknesses, and goals. These tools provide insights into your personality, passions, and interpersonal skills, guiding both your personal and career development. Assessments are confidential and support the coaching process, helping you and your coach target areas for growth. Increasingly used in hiring and team-building, these assessments prepare you to navigate a workplace that values “soft skills” like empathy, collaboration, and social effectiveness.

Final Exam [Self-Reflection Paper]

The self-reflection paper is your opportunity to synthesize what you have learned through LEAP. In 2–5 double-spaced pages, reflect on your growth and how you plan to apply your learning in both personal and professional contexts. Focus on insights and actions rather than summarizing program content or sharing private coaching conversations. Your grade will emphasize the depth of your reflection, the steps you are taking to develop as a leader, and how meaningfully you integrate your experiences into future behaviors.

Course Materials

- CIMBA Experiential Leadership Training *Participant Manual*
- CIMBA LIVE 2 Influence *Action Guide Workbook*
- Assessments: www.discoveringmybest.com
- Sadun, Raffaella, Joseph Fuller, Stephen Hansen, and P. J. Neal. "[The C-Suite Skills That Matter Most.](#)" *Harvard Business Review* 100, no. 7-8 (2022): 148-148.

Note on Experience Availability

The LEAP Experience Schedule is provided at the end of this syllabus. Enrollment and registration are limited. Students enrolled in LEAP have priority access, with remaining spots available on a first-come, first-served basis. Sign-up sheets are available in the CIMBA main office.

Certificates

Students can earn the following certificates. (Tip: Add your certificates to your LinkedIn profile and résumé to showcase your achievements.)

- Problem Solving & Decision Making (Kepner-Tregoe) – PreReq: None
- Experiential Leadership Training – PreReq: None
- LIVE 2 Influence – PreReq: None (Experiential Leadership Training suggested)

Grading

For students taking LEAP for credit, grades follow a traditional A – F scale. Your grade reflects **commitment and engagement**, including:

- Punctuality for meetings with instructors and coaches
- Attendance at all daily mindfulness sessions
- Completion of the final exam, which is a self-reflection paper

1. Coaching Sessions: 40%

- a. Evaluated based on attendance, preparedness, and punctuality:
 - i. **-5 points** for lateness or incomplete work.
 - ii. **-10 points** for a missed session that is rescheduled or missing work.
 - iii. **-30 points** for a missed session that is not rescheduled.

2. Final Reflection Paper: 30%

- a. Evaluated based on:
 - i. Quality of thought and depth of reflection.
 - ii. Integration of learning experiences into meaningful actions and behaviors.
 - iii. Evidence of personal and professional growth.
 - iv. Clarity, grammar, and overall presentation (with more weight on substance than style).

3. Attendance: 30%

- a. Mindfulness grade calculated based on number of sessions attended:
 - i. $(\text{Sessions Attended} \% \text{ Total Sessions}) \times 100 = \text{Grade (15\%)}$
- b. Class sessions and activities (e.g. L2I, DVC, etc.) grade calculated based on number of sessions attended:
 - i. $(\text{Sessions Attended} \% \text{ Total Sessions}) \times 100 = \text{Grade (15\%)}$

Attendance at Individual Course Components

Personal development experiences are exactly that: experiential. Absent the actual experience, it is not possible to embrace the learning opportunity and earn the certificate; the constraints of time leave us with no alternatives if you are unable to attend or complete a component. We regret that this is the case even in the unfortunate event of an illness.

Drop-in Hours

We sincerely want you to feel free to contact any of the faculty or staff managing these experiences, whether you are having trouble, need more detailed instruction, or just want to have a conversation motivated by your curiosity. While our schedules can be unpredictable, if you stop by the office, a formal appointment will be set with you.

Structural Policies

Virtually everything that concerns the structural mechanics of the LEAP class, including among other things course credit, dropping and adding, and academic misconduct is governed by the Tippie College of Business, University of Iowa. Specific structural policies in that regard include:

Accommodations: If you have a disability that may require some modification of seating, testing, or any class requirement, please let the instructor of record know as soon as possible so that adequate arrangements can be made. Similarly, if you have any emergency medical information that we should be aware of, or if you need special arrangements in the event of the building being evacuated, please let us know as soon as possible.

Policy on Cheating: If we determine a required assignment was not written solely by the student, the student will receive a zero for the assignment and may receive an “F” for the class. All incidents of cheating will be reported to the CIMBA Undergraduate Office and the Associate Dean of the Tippie College of Business. The offending student may be placed on disciplinary probation for the remainder of the semester. In general, the decision of the professor may be appealed to the CIMBA Undergraduate Staff and/or the College of Business Judicial Board, then to the Associate Dean for the Undergraduate Program. The Honor Code for the Tippie College of Business determines appeal processes.

Sexual Harassment: CIMBA, The Tippie College of Business and the University of Iowa are committed to providing students with an environment free from sexual harassment. If you feel that you are being or have been harassed or you are not sure what constitutes sexual harassment, we encourage you to visit the University of Iowa website – <https://osmrc.uiowa.edu/> – and/or to seek assistance from the CIMBA staff, department chairs, the Dean’s Office, the University Ombudsperson Office, or the Equal Opportunity and Diversity Office at the University of Iowa.

FERPA Requirement: To participate in this class, it may be necessary to reveal to other students the names of students who are enrolled in this course and/or workshop. If you do not want your name revealed to other students enrolled in this course, please contact us in writing prior to the first day of the class or of the workshop.

Privacy and Confidentiality of Assessment Data: Your Assessment Data is strictly private and confidential. Neither your coach nor the instructors and facilitators of this course can view your individual data without you providing it to them. Unless you request otherwise in writing, your Assessment Data will be deleted at the end of the semester.

Complaints: Student concerns regarding this course should first be discussed with the faculty and staff teaching the course or workshop. If you cannot resolve the issue, you may contact the Campus Coordinator, Anna Fiumicetti, 0423-932160, anna@cimba.it. If you cannot resolve the issue by speaking with the Campus Coordinator, you may contact the Executive Director of CIMBA, Cristina Turchet, 0423-932162, turchet@cimba.it.

Honor Code: All CIMBA students are held to the high standard of the University of Iowa undergraduate honor code. Please read it in its entirety here: <https://students.tippie.uiowa.edu/undergraduates/academics-undergraduate/honor-code-judicial-board-undergraduate>

LEAP Experience Schedule (Fall semester example)

Week	Date	Time	Experience	Facilitator/Instructor
1	9/18	9 AM – 1 PM	Problem Solving & Decision Making	Cristina Turchet
1	9/19	9 AM – 1 PM	Problem Solving & Decision Making	Cristina Turchet
1	9/19	3:45 – 5:30 PM	Intro to LEAP	Dr. Linge
2	9/22	9 AM – 5:30 PM	Da Vinci Ropes Course	Sergio Cabigiosu
2	9/24	2 – 11 PM	Experiential Leadership Training, Pt 1	Drs. Linge & J Ringleb
2	9/25	8 AM – 11 PM	Experiential Leadership Training, Pt 2	Drs. Linge & J Ringleb
2	9/26	8 AM – 4:45 PM	Experiential Leadership Training, Pt 3	Drs. Linge & J Ringleb
3	9/29	11 AM – 12:45 PM	Intro to Coaching	Dr. Linge
3	9/29	12:50 – 1 PM	Mindfulness Begins	Dr. Linge & MBA Assistant
4	TBD	TBD	Coaching Session 1	Dr. Linge
4	10/6	11 AM – 12:45 PM	Exp. Leadership Training Debrief	Drs. Linge & J Ringleb
5	10/13	11 AM – 12:45 PM	Business Etiquette	Dr. Linge
5	10/15	11 AM – 12:45 PM	Intro to LIVE 2 Influence	Dr. Al Ringleb
8	11/4	11 AM – 12:45 PM	LIVE 2 Influence, Pt 1	Dr. Al Ringleb
8	11/6	11 AM – 12:45 PM	LIVE 2 Influence, Pt 2	Dr. Al Ringleb
9	TBD	TBD	Coaching Session 2	Dr. Linge
9	11/11	11 AM – 12:45 PM	Kepner Tregoe, Pt 1	Cristina Turchet
9	11/13	11 AM – 12:45 PM	Kepner Tregoe, Pt 2	Cristina Turchet
10	11/18	11 AM – 12:45 PM	High-Stakes Conversations	Dr. Linge
10	11/20	7:30 – 9 PM	Expatriate Panel	Cristina Turchet
11	TBD	TBD	Coaching Session 3	Dr. Linge
12	12/2	11 AM – 12:45 PM	LEAP Closure Meeting	Dr. Linge
12	12/3	4 – 6 PM	LEAP Final Exam	Dr. Linge