

FOR YOUR TEAM · LEADERSHIP CRUCIBLE



Leadership Crucible

Leadership & Organizational Behavior

Lead an organization through a leadership transition: five years of people decisions, crises and ethical pressure.

Learning objectives

- ✓ Make people-and-culture decisions with the same rigor as financial ones.
- ✓ Apply leadership theory (Heifetz adaptive leadership, Edmondson psychological safety, Goleman EQ) to specific situations.
- ✓ Answer a crisis in writing, then decide what to change and what to defend.
- ✓ Hold a position under pressure — and know when to revise it.
- ✓ Communicate decisions transparently when stakeholders disagree.
- ✓ Read organizational signals (morale dips, voluntary attrition, board tension) and act on them.

How it runs

1 Briefing and reflection

The year's situation at the organization. Each student then writes a private pre-decision reflection.

2 Decisions

The team answers 5-6 leadership decisions: multiple choice, a percentage split, sometimes a slider (all scored), and a written memo the professor reads (not scored). Each of the five hardest calls also asks how the team will carry it out. One student a year is the leader of record and writes the team's leader's intent.

3 Crisis

Every team faces one crisis a year, at the severity its own earlier choices and its people's trust earned (never its score), and the Adapt window opens. People who no longer trust the team may act the same day. An event's positive effects count only if your team saves a response of at least 40 words before the year is scored; its harm always lands, cut by 40% with such a response.

4 Adapt

After the crisis lands, the team may change up to 2 decisions. There is no bonus for changing: final answers are scored, so the lesson is what to change and what to defend. Defending pays a little: a decision kept with a one-line reason of at least 15 words that names the year's crisis earns +1.5 Decision Quality, for up to 2 decisions a year. The window closes at the professor's Adapt deadline (24 hours after the decisions deadline if none is set), and the year is scored then.

5 Results

Team Morale, Decision Quality, Organizational Trust and Operational Stability move. Results lists what moved them, with the points and feedback for each choice.

6 Reflection and debrief

Each student writes a post-decision reflection; the professor leads a debrief with a report per team and a discussion library for every year.

Pillars & scoring

TEAM MORALE

How energized and bought-in the team is. People-first decisions tend to raise it.

DECISION QUALITY

How well decisions hold up to scrutiny and consequences.

ORGANIZATIONAL TRUST

Whether employees, board, and external stakeholders still trust leadership to do what they said.

OPERATIONAL STABILITY

Whether the day-to-day still works under all this change. The kindest choice often costs some stability.

Key features

A crisis every year

Adapt window

People who remember

Hard calls, fair process

Five industry tracks

Reflections that count

Fit & format

PACING

Five in-sim years, one a week, in a 5-week intensive, an 8-week module or a 14-week semester; to give a year more time, move its deadlines.

COHORT SHAPE

Designed for ~15-30 students in teams of 4-6.

BEST FOR

MBA leadership courses, executive education, undergraduate org behavior, ethics & leadership capstones.

WHAT SETS IT APART

Decisions are about people and culture rather than strategy: what to say, who to keep, how to lead through messy moments. One five-year leadership-transition story, written for five industries, with a crisis every year and feedback on every option grounded in leadership research.

LMS

Canvas, Blackboard, Brightspace, Moodle via LTI 1.3. Students launch from your LMS with single sign-on; one-click grade publish posts scores back with the rubric breakdown as the comment.

PRICING

\$20 / student

\$10 / student for Founding Faculty, locked 2 years

Per semester. No platform fee, no per-section charge, no seat minimums. Institutional invoicing available.