Learner Guide

Welcome to WSA Heart-Centered Leadership

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Your e-mail address is confirmed and your account is open. This letter sets out who we are, why the program exists, what you will study and how your work is protected, so that you may judge for yourself whether it deserves your time.

Your first three steps

- Sign in and set up two-step verification. It is required for every account, and ten one-time recovery codes are issued.
- Open module 1. It is free and needs no card.
- Decide later. If you wish to continue, choose the Foundation purchase or the Individual plan from the Billing page.

Why we created Heart-Centered Leadership

Most people who manage others were promoted for doing their own work well, and were never taught the part of the job that decides whether a team succeeds: staying steady under pressure, reading people accurately, telling the truth in time, and making hard decisions without diminishing the people affected. The cost of that gap is paid quietly, in problems tolerated for quarters and then handled abruptly, in messages nobody understood, and in good people who leave.

Each of those capabilities has its own research literature, and each can be practiced. We built Heart-Centered Leadership to teach them plainly, as behavior that can be observed and tested under load, with every source named and with an honest statement of what the evidence does and does not support.

Our purpose

To raise the standard of management in companies, schools and public institutions. We do this with cited coursework, practice tied to real situations, quizzes and a timed final examination marked by the server, a practice file read by a person for the Professional certificate, and certificates that anyone may verify. We claim only what the evidence supports, and we say where it stops.

What you will study

One course of eight modules, built on five dimensions. Every module has break-point checks after each section, practice drills, a timed quiz and a list of sources.

I. Interior Regulation

Notice and govern your own state under load, so that judgment and warmth remain available when pressure rises. Modules 1 and 2.

1. Module 1: Load and the Leader's Nervous System
2. Module 2: Regulation Under Escalation

II. Attuned Perception

Read what people think, feel and need accurately, and test your reading against what they report. Module 3.

1. Module 3: Reading People Accurately

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III. Courageous Candor

Tell people the truth they need, in time for them to use it, in a form they can act on. Modules 4, 5 and 7.

1. Module 4: The Cost of Withheld Truth
2. Module 5: Candor Architecture
3. Module 7: Holding the Line With Care

IV. Dignified Decision

Carry out an exit, a restructure or a refusal without diminishing the people affected. Modules 6 and 7.

1. Module 6: Deciding Without Diminishing
2. Module 7: Holding the Line With Care

V. Generative Stewardship

Delegate authority, make succession visible and document judgment, so that what you build outlasts you. Module 8.

1. Module 8: Building What Outlasts You

The standards behind the coursework

Every module names its sources, says what is established and what is our own synthesis, and states how far the evidence reaches. The program draws on the following, among others.

- Stress and judgment: Arnsten (2009), Nature Reviews Neuroscience, on how stress impairs prefrontal function.
- Emotion regulation: Gross (1998) and the meta-analysis by Webb, Miles and Sheeran (2012).
- Empathic accuracy: Ickes (1993); Eyal, Steffel and Epley (2018) on asking instead of imagining.
- Feedback: Kluger and DeNisi (1996), a meta-analysis of feedback interventions.
- Organizational justice: Colquitt and colleagues (2001), a meta-analysis of 25 years of research.
- Transfer of training: Baldwin and Ford (1988); Blume and colleagues (2010).
- Evidence posture: Banks and colleagues (2018) on overlap among leadership constructs. The five-dimension structure is a practice framework, not a validated psychometric model.

How you are graded

Every section ends with a two-question break-point check, and every module ends with a ten-question quiz on a timer. The server marks them, and the answer key is never sent to your browser until you submit.

Six kinds of question are used: single choice; select all that apply, with partial credit and a penalty for wrong picks; ordering; matching; numeric answers with a stated tolerance; and short written answers scored against the concepts a good answer must contain.

You need 70% on a module quiz and 80% on the final examination. The examination is timed, draws 30 questions at random from a larger bank in a different order each time, and allows 2 attempts in any seven days. After you submit, every answer is revealed with its reason and its sources.

The Professional practice file is read by a person and scored from 0 to 4 on each criterion of a published rubric. If it falls short it is returned for revision at no charge.

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Your certificates

- Foundation: pass the quizzes of modules 1 to 3.
- Practitioner: pass all eight module quizzes and the timed final examination.
- Professional: also complete the practice file, which a person reviews ($149.00).

Plans and prices

The prices below are list prices in US dollars. Tax, where it applies, is added by Stripe at checkout.

Module 1	**Free**
Modules 1 to 3 and the Foundation certificate	**$49.00, once**
Individual plan, all eight modules	**$39.00 a month**
Organization workspace	**$99.00 a month**
Seats, 1 to 24	**$19.00 per seat a month**
Seats, 25 to 99, and 100 or more	**$16.00 and $13.00 per seat a month**

Our mission

> *World Scholars Arena strives to democratize access to elite intellectual competition, creating a transparent, merit-based system in which excellence is measurable, recognised and rewarded.*

Our vision

> *A world in which what a person can learn is never limited by where they were born or what they can pay, and in which achievement can be measured, recognised and trusted anywhere.*

Who stands behind it

Heart-Centered Leadership is published by Alexia Network LLC of Phoenix, Arizona, the company that also operates World Scholars Arena, the WSA Academy, the Tutor Network, Alexia Publish and Alexia Advertising. Alexia Network LLC is a BBB Accredited Business.

The program was conceived and is led by Atem Astor Tangap, Founder and Chief Information Security Officer. He answers personally for its standards, and writes to you at the foot of this letter.

Our commitments to you

- Published sources only. Every study a module relies on is cited so that you can read it yourself.
- Honesty about limits. We say what is established, what is our synthesis and what is unproven. We do not claim that Heart-Centered Leadership is a validated construct distinct from other leadership models, and we do not claim business results that a program's design cannot support.

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Open Support in your portal to send a ticket to the same team that supports the whole Academy, or write to atastor@alexianetwork.com or telephone (774) 544-7829, on business days from 10:00 a.m. to 3:00 p.m. Arizona time.

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